



GOVERNMENT OF INDIA

**REPORT
OF
THE HIGH LEVEL COMMITTEE
ON
PROBLEMS OF EX-SERVICEMEN**

सत्यमेव जयते

MINISTRY OF DEFENCE
NEW DELHI
27 October, 1984

CONTENTS

FOREWORD		ix
CHAPTER I	PREAMBLE	
	Composition of the Committee	1
	Terms of reference of the Committee	4
	Inaugural meeting	5
	Plan of action	5
	Meetings and visits	5
CHAPTER II	INTRODUCTION	
	Historical background	7
	Estimated strength of ex-servicemen and other entitled categories	8
	Responsibility and existing organisation	9
	Ex-servicemen problems in general	10
CHAPTER III	ADHOC EX-GRATIA RELIEF TO CERTAIN CATEGORIES OF DEFENCE PENSIONERS	12

CHAPTER IV	DEFINITION OF EX-SERVICEMAN	
	Introduction	16
	Need for change	17
	Recommendation	18
CHAPTER V	EMPLOYMENT	
	Introduction	19
	Existing facilities : reservations	20
	Existing facilities : age relaxation	22
	Existing facilities : educational relaxations	22
	Placement against reserved vacancies and reasons for shortfall	23
	Special Committee to look into the system of reservation and placement of ex-servicemen	25
	Lateral induction	26
	Additional measures for employment	28
	Private Sector	29
	A proposal for assured employment upto the age of 58 years	30
	Recommendations	32
CHAPTER VI	TERMS AND CONDITIONS OF SERVICE ON RE-EMPLOYMENT	
	Introduction	36
	Problems in general	36
	Recognition of former military service for pay fixation and seniority	37
	Problems of Short Service Commissioned Officers	38
	Fixation of pay of retired officers on taking up second career jobs (Re-employment)	40
	Recommendations	42
CHAPTER VII	TRAINING FOR RESETTLEMENT	
	Existing facilities for junior ranks at the Central Government level	44
	Industrial Training Institutes	45
	On-the-Job Training (OJT)	45
	Other Courses	46

Existing facilities for officers at the Central level	47
Facilities provided at the State Government level	47
Facilities provided by Service Institutions	48
Equation of trades and military qualifications	48
Recommendations	49

CHAPTER VIII SELF EMPLOYMENT

Introduction	50
Industry	50
Transportation	52
Agriculture	52
Agencies	52
Ex-servicemen corporations	53
Problems of ex-servicemen in self-employment	53
Recommendations	54

CHAPTER IX PENSION STRUCTURE

Introduction	56
Structure of pension of Armed Forces pensioners	57
Consideration by the Fourth Pay Commission of Pensions	57
One rank one pension	58
Relief to pensioners	58
Restoration of commuted value of pension	58
Office of the Controller of Defence Accounts (Pensions), Allahabad	59
Recommendations	59

CHAPTER X SEVENTH FIVE YEAR PLAN AND EX-SERVICEMEN

Introduction	61
Proposed programmes for Seventh Five Year Plan for ex-servicemen	61
Ex-servicemen State Financial Corporations	62
Ex-servicemen Industrial Development Corporation	62
Vocational training centres	63
Welfare schemes and projects	63
Additional Central/Sainik Schools	64
Old age homes	64
Other schemes for resettlement of ex-servicemen	65

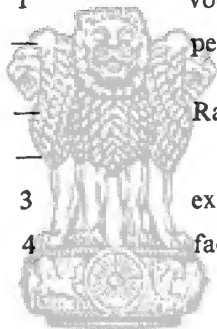
	Recommendations	67
CHAPTER XI	CODE OF CONDUCT	
	Introduction	68
	Code of Conduct	70
	Recommendations	72
CHAPTER XII	WELFARE	
	Introduction	74
	Land Matters	75
	Housing	75
	Educational facilities	76
	Medical facilities	76
	Canteen facilities	78
	Recommendations	78
CHAPTER XIII	RE-ORGANISATION OF THE OFFICE OF DIRECTORATE GENERAL RESETTLEMENT AND KENDRIYA SAINIK BOARD	
	Background and the present organisational structure	80
	Recommendations	82
CHAPTER XIV	PUBLICITY	
	Existing arrangements	84
	Recommendations	85
CHAPTER XV	SUMMARY OF RECOMMENDATIONS	86

APPENDICES

<i>Appendix</i>	<i>Contents</i>	<i>Chapter</i>	<i>Para</i>	<i>Page</i>
A	Government of India, Ministry of Defence Resolution No 4 of 10th March, 1984	I	1.1	99
B	Raksha Mantri's inaugural address at the first meeting held on 15th March 1984	I	1.8	102
C	Dates of the Committee meetings and attendance	I	1.10	105
D	Composition of the four Sub-Committees and Members' participation in visits to States and Union Territories	I	1.10	107
E	Composition of Kendriya Sainik Board	II	2.8	110
F	Composition of Rajya/Zila Sainik Boards	II	2.9	111
G	Details of the welfare funds at Kendriya and Rajya Sainik Boards	II	2.9	113
H	Organisation of Directorate General Resettlement	II	2.10	121
J	Government Orders of 29th August, 1984 regarding grant of ad-hoc ex-gratia payments to the Armed Forces pensioners	III	3.6	122
K	Government Order of 26th September, 1984 regarding increase in the minimum amount of pension/family pension (including relief) to Rs. 160/Rs. 150 per month payable to low paid pensioners	III	3.7	125

L	Details of personnel who have left the Defence Services in the last five years	V	5.3	126
M	Details of Short Service Commissioned Officers granted permanent commission/extension/release	V	5.4	128
N	Yearwise placement of ex-servicemen in civil posts from 1978 to 1981 as reported by employment exchanges	V	5.12	129
P	Placement of ex-servicemen in Central Ministries/Public Sector Undertakings/Public Sector Banks	V	5.12	131
Q	Self employment facilities—Statewise position as on 9th December, 1983	VIII	8.3	132
R	Self employment facilities—financial concessions/special facilities by nationalised banks	VIII	8.4	133
S	Self employment facilities—Allotment of Army disposal 'B' vehicles to ex-servicemen during 1981, 1982 and 1983	VIII	8.10	134
T	Self employment facilities—tractors allotted to ex-servicemen	VIII	8.12	135
U	Self employment facilities—Jai Jawan Stalls—Statewise position as on 9th December, 1983	VIII	8.13	136
V	Relationship, evolution of pay and pensionary entitlements and comparative tables—1953 to 1984	IX	9.4	137
W	A berief on the Controller of Defence Accounts (Pensions) Allahabad	IX	9.10	145
X	Facilities and concessions extended by State Governments and Union Territories for ex-servicemen	XII	12.2	153
Y	Statewise reservation of seats for the wards of ex-servicemen and serving personnel in educational institutions	XII	12.8	159
Z	Recommendations of the Committee for revitalisation of the Sainik Boards Organisation	XIII	13.6	162
AA	Progressive actions taken by States/UTs on revitalisation recommendations	XIII	13.6	171
AB	Outline of proposed organisation of Directorate General Resettlement	XIII	13.10	173

Page	Para	Line	For	Read
132	6	—	Guja	Gujarat
139	Column heading	—	retires	retirees
139	Subedar Group 'C'	Last column	(789)	(78)
140	1 (b)	2	maximnm	maximum
141	Sub Table 3.2	9	Penision	pension
142	Heading	5	DIFFFRNT	DIFFERENT
144	Heading	4	1934	1984
144	Note 1	1	compe sation	compensation
153	Note 1	1	vocation	vocational
154	Column heading	—	petrolnum	petroleum
156	"	—	Ravitalisation	Revitalisation
157	"	—	-do-	-do-
157	Note 2	3	ex-serviceme	ex-servicemen
159	Maharashtra	4	facalty	faculty



सत्यमेव जयते

CORRIGENDA
TO
REPORT OF THE HIGH LEVEL COMMITTEE
ON PROBLEMS OF EX-SERVICEMEN

Page	Para	Line	For	Read
v	H	1	Orgnisation	Organisation
vi	W	1	berief	brief
9	2.9	5	Sanik	Sainik
12	3.2	5	eonsidering	considering
14	3.6	10	retaired	retired
14	3.6 (d)	3	—	Add 'Force' after 'Air' in line 2
20	5.5	8	modified	modified
31	5.40 (b)	1	percentrge	Percentage
39	6.12	6	irrespective	irrespective
40	6.15	1	Defenec	Defence
40	6.16	5	minium	minimum
46	7.8	1	expension	expansion
60	9.18	4	considered	considered
62	10.4	8	additton	addition
65	10.13	9	polutry	poultry
76	12.7	6	congnisance	cognisance
86	15.3	4	mon toring	monitoring
102	5	1	problem	problems
103	3	3	for	far
107	—	3	Shri NC Parahar MP	Shri NC Parashar MP
112		7	Recruting	Recruiting
117	Heading	3	1983-83	1982-83
118	1 (a)	1	paraphlegic	paraplegic
118	1 (h)	1	-do-	-do-
120	29	—	Lakahadweep	Lakshadweep



KP Singh Deo

MINISTER OF STATE
MINISTRY OF DEFENCE
CHAIRMAN HIGH LEVEL COMMITTEE
ON PROBLEMS OF EX-SERVICEMEN
NEW DELHI

27th October, 1984

FOREWORD

1 Our Armed Forces have won world wide renown for their valour, dedication and devotion. The achievements of the Armed Forces in varying roles since Independence are a matter of pride for all of us in the Country and that of envy of other Nations. Men from all castes, creeds, religions and from all parts of India join the Armed Forces and their integration as a secular homogeneous and dedicated team is remarkably total.

2 The Armed Forces personnel have sterling qualities of head and heart, courage, discipline, loyalty and implicit obedience to orders. They are the guardians of the safety and honour of the Country and are ever prepared to sacrifice their lives to preserve the freedom and sovereignty of the Country. In addition to their preparedness for war, during peace time, our Armed Forces have always risen to the occasion to assist the Administration during natural calamities and internal unrest. The sacrifices made by the personnel of the Armed Forces from 15th August, 1947 to date have been so innumerable that they can best be described by the following quotation of Sir Winston Churchill who had on 20th August, 1940 said:—

"Never in the field of human conflict was so much owed by so many to so few".

3 Personnel of the Armed Forces are the only Government employees who retire at relatively younger ages to keep a youthful profile due to the arduous nature of their duties in hazardous and inhospitable terrain. Almost all ex-servicemen, whose retirement ages, depending on rank, vary from 35 to 54 years require help and assistance for resettlement, rehabilitation and adjustment in the civil stream because in the Services they lead a well regulated life away from the main stream. They require a second career as they are young and active and their responsibilities and obligations are at the peak when they are compulsorily retired.

Having given the best years of their lives for the safety, honour and integrity of the Country, it becomes a National obligation to resettle and rehabilitate them. In this connection, it would be appropriate here to quote the observations made by our Prime Minister, Shrimati Indira Gandhi, in the Lok Sabha on 9th April, 1981:

“Finding alternative occupations for them (Ex-servicemen) is a national responsibility. We do treat this question with a sense of urgency. A series of measures have been taken for the welfare and rehabilitation of ex-servicemen. The State Governments and the Private Sector Industries have been urged to keep this constantly in mind. Our ex-servicemen are disciplined and trained and there is no reason why many of them cannot be gainfully employed in various development activities”.

4 The problems of the ex-servicemen had, for a long time, been engaging the attention of both the Houses of Parliament as well as the Government and a cause of concern to our Prime Minister Shrimati Indira Gandhi who has a special love and affection for the Armed Forces. Having seen the magnitude of problems of a body of people who are ever prepared even to sacrifice their lives, the general poor performance of the existing machinery and the not so dedicated an approach by the authorities in not even extending the existing facilities and concessions, our Prime Minister had set up this High Level Committee, the first since Independence, to go into the various problems of ex-servicemen.

5 The Committee has, after detailed deliberations, come to the conclusion that the ex-servicemen are not getting the help and assistance that they deserve. The Committee feels that besides the National obligation for their resettlement, the Country and the tax payer have spent large sums of money and effort in training the Armed Forces personnel to a very high degree of professional, material and managerial skills. This reservoir of disciplined motivated, dedicated and devoted manpower with a secular outlook is not fully utilised both in the organised sector and the private sector for Nation building activities. Such a state has not only been causing frustration amongst the most loyal and courageous segment of our society but also causing avoidable loss to the National Exchequer.

6 Defence and National development are to a great extent inter-dependent. As early as 1960, Pandit Jawahar Lal Nehru, while inaugurating the National Defence College at Delhi, had aptly highlighted this fact. Relevant extracts read:

“Defence itself is not an isolated matter now. It is intimately connected with the economic aspect, industrial aspect and many other aspects in the Country. . . . India today has become positively and actively Defence-conscious, more than at any time since Independence. Our desire is to continue to live peacefully and co-operatively with all our neighbours. Nevertheless, no Defence apparatus can exist in a purely idealistic way. It has to be very realistic and remain prepared for any emergency”.

7 It is thus obvious that defence-preparedness envisages a total involvement of the entire Nation. Defence expenditure for such readiness not only helps in the economic

growth through creation of additional demands, but also contributes valuable inputs for the civilian economy of the Country. Professor Emile Benoit of Columbia University in a study of 44 countries found almost irrefutable evidence of positive correlation between defence expenditure and the rate of real growth. He concluded that there can be other effects too, but the correlation was so clearly positive that he could not agree to the hypothesis that defence expenditure is detrimental to growth.

8 Four types of direct benefits of defence expenditure can be easily recognised: training of manpower, direct participation in industrial production, development of more sophisticated technology and the psychological gains for fostering a sense of security.

9 Training of manpower takes place in a very systematic way in the Armed Forces. The servicemen are imparted modern scientific and social education and are trained in administrative, material and managerial skills, utilisation of human resources and a wide variety of technical trades covering almost all types of industries, driving of light and heavy vehicles and so on. So at the time of demobilisation, they are accomplished citizens who prove an asset to the society. Besides, inculcation of such rare virtues as hardwork, punctuality, self-confidence and the ability to deal with officials enhances the efficiency and productive capacity of soldiers.

10 As far as participation in direct industrial production is concerned, statistics reveal that the value of production of ordnance factories alone has gone up 25 times in 30 years from the 15 crore level in 1947 to 375 crores in 1977 and has crossed the 1,000 crore mark in 1984.

11 As the defence industries need to keep pace with sophisticated technology, the evolution of advanced technology is most rapid here. This technology can easily be transferred for civilian and commercial uses. A part of the Defence funds is spent on certain other activities like building of schools for the children of the Armed Forces, hospitals, laying of roads in inaccessible areas and the installation of communication links. Such activities certainly supplement the National developmental efforts.

12 There is thus an inter relationship between Defence personnel and National development. This has to be realised by our society and the latent potential of ex-servicemen utilised to the maximum extent for National development. The feeling that ex-servicemen are fit only for security duties had created a sort of syndrome. In today's context such a syndrome is most unfair because ex-servicemen with their wide and varied experience, skills, trades and in-service qualifications can undertake almost any task, simple or complex.

13 The Committee has gone into the problems of ex-servicemen in detail and prepared this report. The High Level Committee had been given a year to submit the report, but in fact the work has been completed in seven months and seventeen days for which I would like to place on record my heartfelt gratitude to all the Members for their very sincere and devoted participation in the deliberations of the Committee, sparing their valuable time and

going to out of the way places even after cancelling some of their very important engagements. It would have been impossible to prepare the report in such a short time, but for the Members' enthusiasm, whole-hearted co-operation and hardwork.

14 I am extremely grateful to those Members who chaired various Sub Committees which went into the depth of certain problems and made valuable contributions. I would particularly commend Shri Brahma Datt, Minister for Finance and Planning (now Minister for Finance and Power), Uttar Pradesh, for his most valuable, singularly noteworthy and far reaching contribution regarding inclusion of ex-servicemen in the Seventh Five Year Plan. The Sub Committee under the chairmanship of Shri Sis Ram Ola, Minister of State, Rajasthan, who himself is an ex-serviceman, took much pains to decide as to what should be the definition of an ex-serviceman. I also compliment Lieutenant General KP Candeth, PVSM (Retired) and his Sub Committee for their work on 'Code of Conduct' for ex-servicemen.

15 I am particularly thankful to all the co-opted Members and special invitees from the Defence and other Ministries and the Army, Navy and Air Force for their worthy contribution towards achievement of the tasks entrusted to the Committee. I am indeed thankful to the co-opted Members of the Ministry of Defence who by in-house meetings, helped considerably in reducing the burden and making the Committee's task easier.

16 I am deeply grateful to the Governors, the Chief Ministers, Ministers incharge Sainik Welfare and other officials of the States and Union Territories for their valuable ideas and suggestions and sparing the time, mostly at short notice, from their busy schedule to meet the Members of the Sub Committees, discussing the problems of ex-servicemen and extending all possible help and assistance.

17 I am grateful to the ex-servicemen organisations and individual ex-servicemen who have contributed valuable ideas, views and suggestions which have been of considerable help in the formulation of this report.

18 I am also thankful to Shri CR Krishnaswamy Rao Sahib, Cabinet Secretary in particular for having chaired the meeting of the Secretaries to the Government of India which identified many of the practical problems in implementation of Central Government guidelines.

19 I would like to place on record my sincere appreciation to Shri UC Agarwal, Secretary Department of Personnel and Administrative Reforms who as the Chairman of the Special Committee took much pains to give the Committee a very comprehensive report for improving the utilisation of vacancies reserved for ex-servicemen in Government and Public Sector Organisations.

20 I specially commend Shri C Srinivasa Sastry, Additional Secretary, Ministry of Defence, for his assistance and valuable contribution; in editing the report and tendering sound and timely advice. He has been an asset to the Committee throughout.

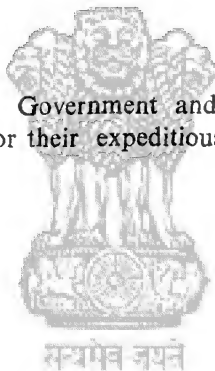
21 I would be failing in my duty if I do not place on record the dedication and devotion, zeal, efficiency and untiring efforts of Major General S Krishnamurthy, AVSM (Retired), Member Secretary and Lieutenant Colonel BL Chuni, VSM (Retired), Deputy Member Secretary and their handful of junior secretariat staff. It has been mainly due to their commendable work despite limited resources, that the Committee was able to prepare the report in a record time.

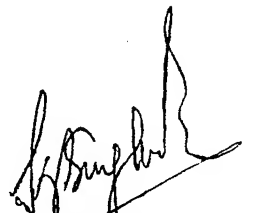
22 I wish to convey my sincere thanks to all others who were directly or indirectly connected with the High Level Committee work.

23 Before I conclude, I would like to quote an epitaph from the Kohima War Cemetery which eloquently conveys what our soldiers, sailors and airmen are cheerfully willing to sacrifice - their lives,

*"When you go home
Tell them of us,
For your tomorrow
We gave our today"*

and make an earnest appeal to the Government and the Prime Minister through the kind courtesy of the Raksha Mantri for their expeditious consideration of the Committee's report.




(K P Singh Deo)



FOREWORD

सत्यमेव जयते

CHAPTER I

PREAMBLE

Composition of the Committee

1.1 The Government of India, appointed a High Level Committee for going into the problems of ex-servicemen on the 10th March 1984 (Appendix 'A'). The initial composition of the Committee was as under:—

Chairman Shri KP Singh Deo
Raksha Rajya Mantri

Members Smt Ram Dulari Sinha
Minister of State
Ministry of Home Affairs

Shri Dharam Vir
Minister of State
Ministry of Labour

Shri B Janardhana Poojary
Deputy Minister
Ministry of Finance

Shri PA Sangma
Deputy Minister
Ministry of Commerce

1.4 At the instance of the Chairman, the following officers from the Ministry of Defence were co-opted as Members of the Committee:—

Shri C Srinivasa Sastry
Additional Secretary

Shri TK Banerji
Joint Secretary (Navy)

Shri K Srinivasan
Joint Secretary (Pensions and Works)

1.5 The following special invitees attended some of the meetings of the Committee:—

Shri UC Agarwal
Secretary
Department of Personnel and
Administrative Reforms

Lt Gen K Balaram, PVSM
Adjutant General
Army Headquarters

Vice Admiral SM Gadihoke
Chief of Personnel
Naval Headquarters

Air Marshal RD Sahni, AVSM
Air Officer in Charge Personnel
Air Headquarters

Shri VK Dar
Additional Secretary
Banking Division
Ministry of Finance

Shri HMS Bhatnagar
Additional Secretary
Insurance Division
Ministry of Finance

Shri VS Bhiri
Financial Adviser
Ministry of Defence

Shri R Venkataraman
Controller General Defence Accounts

Shri SC Mahalik
Joint Secretary (Personnel)
Department of Expenditure
Ministry of Finance

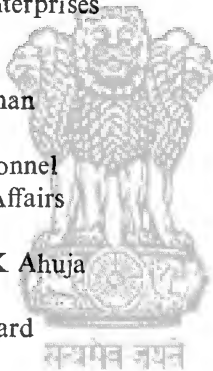
Shri Ashok Kumar
Joint Secretary
Banking Division
Ministry of Finance

Shri KV Ramakrishnan
Joint Secretary
Bureau of Public Enterprises
Ministry of Finance

Shri VC Venkataraman
Joint Secretary
Department of Personnel
Ministry of Home Affairs

Air Commodore DK Ahuja
Secretary
Kendriya Sainik Board

Shri Bata K Dey
Director
Department of Personnel



Terms of Reference of the Committee

1.6 The following are the terms of reference of the Committee:—

(a) The Committee will review the work done so far for the rehabilitation, resettlement and welfare of ex-servicemen and suggest to Government additional measures to be taken in these fields, and make suitable recommendations to increase the employment of ex-servicemen in all sectors including the private sectors and to re-settle them in other gainful occupations including agriculture, industry and other activities in the service sector as well as through self-employment projects.

(b) To examine the reasons why reservations made for ex-servicemen are not fully

subscribed to and to suggest measures to ensure that reservations in Government and Public Sector Organisations State and Central are fully utilised.

(c) To examine the terms and conditions of employment of ex-servicemen and in particular those applicable to employment in banks and Public Sector Undertakings and to make recommendations in connection therewith.

1.7 The Committee was requested to submit its report by the 10th March, 1985.

Inaugural Meeting

1.8 The first meeting of the Committee, held on 15th March, 1984, was inaugurated by the then Raksha Mantri, Shri R Venkataraman: the inaugural address is at Appendix 'B'.

Plan of Action

1.9 At the second meeting held on 24th April, 1984, the Committee formulated a plan of action and evolved the procedure of work and methodology. The Committee decided to issue appropriate questionnaires to all States and Union Territories, Ex-Servicemen Leagues and Associations as also to individual ex-servicemen who evinced interest in the Committee work. These questionnaires aimed to obtain maximum relevant data on all matters concerning ex-servicemen, their problems, views and suggestions. In addition, four Sub-Committees were formed to visit States and Union Territories with the following objectives:—

(a) Meet some ex-servicemen at State Capitals and one of the districts for first hand knowledge of their problems.

(b) Meet Chief Minister and Minister in Charge of Sainik Welfare along with the Secretary in Charge of Sainik Welfare, Secretary Rajya Sainik Board and other concerned officials of the State Government to discuss ex-servicemen problems including the dimensions, problems of the State Government in effective implementation of the existing schemes and inviting suggestions and possible steps that should be taken.

(c) Meet senior formation commanders of the Army, Navy and Air Force located at the stations being visited by Sub-Committees for their views on the subject.

(d) Visit some of the Public Sector Undertakings and military training institutions and Centres at Stations where possible.

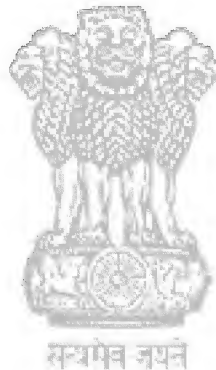
Meetings and Visits

1.12 Details about the dates of the Committee meetings and attendance are at

Appendix 'C'. Details about the composition of the four Sub-Committees, and the States/ Union Territories visited by them are at Appendix 'D'.

1.11 Based on the replies to the questionnaires, visit by the Sub-Committees and the memoranda/correspondence from ex-servicemen organisations and individuals, the Committee deliberated upon the problems and formulated their recommendations.

1'12 The Committee also resolved, on the Chairman's suggestion to finalise the report well before the 10th March, 1985. The initial target date was the 10th September, 1984.



CHAPTER II

INTRODUCTION

Historical Background

2.1 After World War I in 1919, the British Government set up the Indian Soldiers' Board, predecessors to the District Soldiers', Sailors' and Airmens' Boards for the welfare activities of Indian troops in the districts and villages. During the period 1919 till after the end of Second World War, the soldiers mostly came from rural stock and from families who had earlier served in Armed Forces. On transfer to pension establishment almost all the Junior Commissioned Officers (then known as Viceroy's Commissioned Officers) and the soldiers went back to the villages to continue their traditional avocation of agriculture. The welfare activities for these ex-servicemen related mainly to payment of pension, responding to queries on pensions, award of Jangi Inams and enrolment of relatives of serving and retired soldiers and a few other such activities. Similar was the case in respect of State Forces personnel maintained by the States in pre-independence India. The limited Indian Officer cadre in those days consisted of young aspirants from well-to-do families who were granted the King's Commission. These officers and men when they retired, faced few problems in resettlement as compared to the situation that obtains today.

2.2 Most of those who joined the British Indian Defence Forces during the Second World War did not serve a full term to earn a pension and were demobilised soon after the War with gratuity or disability pension. However, a small proportion were retained on a regular basis and served a full term to earn a pension. Soon after the War in early 1946, in order to help the demobilised soldiers, sailors and airmen, nucleus employment exchanges were established.

2.3 After the 1947-48 Jammu and Kashmir Operations the necessity for resettling the

war disabled, war wounded and widows of those killed in action was felt and a small cell was established in the Adjutant General's Branch, Army Headquarters in 1951. At that time, possibly the requirements of the Navy and the Air Force were comparatively much less and hence no Inter-Services Organisation as existing today was considered necessary. Following the 1962 operations this Cell was slightly expanded.

2.4 After the Indo-Pak Wars 1965 and 1971 the problems of resettlement, rehabilitation and welfare of war widows, and personnel disabled in action assumed greater proportions. Following the rapid expansion of the Defence Forces after 1962, the number of ex-servicemen grew gradually from year to year, to level off to about 60,000 per year by 1978. In the years to come, every year about 60,000 persons would be joining the body of ex-servicemen in the Country.

2.5 Over the years, the problems of the ex-servicemen have been growing rapidly. The socio-economic changes, break-up of the joint family system, stiff competition in the employment market and the steep increases in the cost of living are some of the contributing factors. Other allied problems of ex-servicemen like provision of medical and schooling facilities have also been assuming greater importance. Thus, from 1947 onwards, not only has the number of ex-servicemen and other entitled categories gone up, but the nature and magnitude of their problems have increasingly become more complex.

Estimated Strength of Ex-servicemen and Other Entitled Categories

2.6 In 1981, an attempt was unsuccessfully made to include ex-servicemen and other categories of personnel in the National census. As a result, accurate figures of total population of ex-servicemen and other entitled categories are not available. However, based on the figures obtained in 1984 by the Directorate General Resettlement from the State level Organisations the estimated figure is 44 lakhs. The ex-servicemen and other entitled categories in the Country today consist of the following —

- (a) those who served during the two World Wars;
- (b) the pensioners from the State Forces prior to amalgamation with the Indian Army;
- (c) pensioners from the States Forces who served for a few years after amalgamation in the Indian Army;
- (d) Burma pensioners;
- (e) ex-servicemen who were transferred to pension establishment after 1947 with full service pension;
- (f) medically boarded out ex-servicemen;

Shri Vayalar Ravi
Home Minister
Kerala

Shri Brahma Datt
Minister of Finance and Planning
(Now Minister of Finance and Power)
Uttar Pradesh

Shri Vilasrao D Deshmukh
Minister of State for Home
Maharashtra

Shri Sis Ram Ola
Minister of State
Rajasthan

Shri NC Parashar, MP

Shri Madan Bhatia, MP

Shri Rajesh Pilot, MP

Shri BV Desai, MP

General PP Kumaramangalam, DSO (Retd)

Vice Admiral SH Sarma, PVSM (Retd)

Air Vice Marshal HL Kapur, PVSM, AVSM (Retd)

One representative of Indian Ex-Services League

Major General KMKS Barach
Director General Resettlement
Ministry of Defence

Member

Secretary Maj Gen S Krishnamurthy AVSM (Retd)

1.2 Shri Madan Bhatia, MP and General PP Kumaramangalam, DSO (Retd) requested that their names be withdrawn from this Committee. In their place Shri Jaswant Singh, MP and Lt Gen KP Candeth, PVSM (Retd) were appointed as Members.

1.3 As requested by Maj Gen PC Mohan (Retd), President, Indian Ex-Services League, Col Onkar Singh (Retd) represented the League on the Committee.

- (g) disabled ex-servicemen whose disability was caused in active operations, on military duties during peace time and other causes in which the disability is not attributable to military service;
- (h) serving personnel who sought discharge on compassionate grounds but with more than five years service;
- (j) war widows and widows of those killed on military duty during peace time;
- (k) widows of personnel whose husbands died due to other causes whether aggravated by military service or not;
- (l) direct dependents of unmarried Service personnel who are no more; and
- (m) widows and children of ex-servicemen pensioners who died after transfer to pension establishment.

Almost all these categories of personnel and other entitled dependents of Nepalese origin and now living in Nepal and in India, but who served in the Indian Army are also being looked after by the Government of India. Because of this, large variety of entitled categories for various purposes, the task of looking after them even to the extent laid down has become a difficult and complex task.

Responsibility and Existing Organisation

2.7 The Union Government and the States/Union Territories are jointly responsible for the resettlement and welfare of ex-servicemen. At the Central level the Ministry of Defence is the administrative and controlling Ministry for this subject.

2.8 The Kendriya Sainik Board, which designation was introduced in 1951 for the earlier organisation i.e., the District Soldiers', Sailors' and Airmens' Board, is the apex body at the Central Government level. This 45 Member Board is chaired by the Raksha Mantri. The present composition of the Kendriya Sainik Board is at Appendix 'E'. The Kendriya Sainik Board in the annual meetings lays down policies, guidelines and schemes for the welfare and resettlement of ex-servicemen, which are to be implemented by the Central and State Governments.

2.9 At the State level this subject is allocated to one of the Ministers in the State Government and Secretary of the Department concerned oversees the work of the Rajya Sainik Board. The Rajya Sainik Board exercises general control and supervision over the Zila Sainik Boards, some of which cover more than one Revenue District. The District Collector is the Chairman of the Zila Sainik Board. The Secretary Zila Sainik Board, invariably an ex-service officer, reports to the Chairman. The Zila Sainik Boards in the Country

now total upto 229. The details about the composition of the Rajya Sainik Boards and Zila Sainik Boards are at Appendix 'F'. A similar, if somewhat smaller, organisational structure funded fully by the Government of India, exists in Nepal to look after the ex-servicemen who after retirement from the Indian Armed Forces are settled in Nepal. For providing financial assistance to the needy ex-servicemen, the Kendriya and Rajya Sainik Boards operate some funds e.g. the amalgamated funds. The details of these funds are at Appendix 'G'.

2.10 Directorate General of Resettlement is responsible for providing employment and self-employment assistance, training for resettlement, maintenance of statistics, registration of officers and publicity. From mid 1982, the Director General Resettlement has also been entrusted with the supervision of the work of Secretary Kendriya Sainik Board. The Secretary Kendriya Sainik Board is also the ex-officio Deputy Director General Resettlement. The present organisational chart of the Directorate General Resettlement is shown at Appendix 'H'.

Ex-Servicemen Problems in General

2.11 The problems faced by the ex-servicemen and other entitled categories are multifaceted and vary widely depending on a number of factors e.g. the States to which they belong, their ages and personal requirements, physical condition, ability to work or otherwise, financial status, number and ages of their children, landed and residential property etc. Those who retire relatively young accord the highest priority to securing job as a second career. The widows of servicemen who died while on military duty have other and different expectations. For the aged ex-servicemen their primary personal needs are medical facilities, regular receipt of pensions, assistance in the enrolment of their sons or grandsons in the Armed Forces etc. The disabled ex-servicemen face a different set of problems. Old widows, whose ex-servicemen husbands expired after transfer to pension establishment look for different kinds of assistance. Thus, their needs, aspirations and expectations vary so widely that meeting them with a modicum of satisfaction becomes a stupendous and challenging task.

2.12 Generally, an average serviceman when he leaves the uniform for any reason, irrespective of rank, needs and expects the following for himself and his family:—

- (a) Regular, correctly calculated and easily obtainable pension based on easily understandable rules, regulations and procedures. Within a few months of his retirement, he expects the settlement of all his monetary dues and credit balances.
- (b) A second career job; while a small percentage are willing to accept job anywhere in the Country, most ex-servicemen prefer jobs near their homes.
- (c) Self-employment ventures in the case of some small percentage of ex-servicemen.

(d) Suitable accommodation of his own for himself and his family. Ex-servicemen owning residential accommodation which while they were in service was leased on rent, expect to get it back for self-occupation on transfer to pension establishment.

(e) Educational facilities for his children.

(f) Medical facilities for himself, his family and entitled dependents as laid down; also an ability to obtain prescribed medicines free of cost from the appropriate military medical sources, as an out-patient.

(g) Certain other facilities which have already been granted to him like canteen facilities, exemption from certain taxes in some States and so on.

(h) Those owning agricultural land, on retirement from service, expect to regain possession for self-cultivation speedily and with few procedural formalities.

2.13 Since the concessions extended to ex-servicemen in different States vary widely, ex-servicemen have also been demanding that the concessions should be uniformly available in all the States.

2.14 While the major problems faced by the ex-servicemen and the measures recommended for tackling them are presented in the following chapters, the Committee recommends that in the 1991 census, the ex-servicemen should be included as a separate category so that a reliable data base is built up for formulating need-based plans and programmes for the ex-servicemen.

सत्यमेव जयते

CHAPTER III

ADHOC EX-GRATIA RELIEF TO CERTAIN CATEGORIES OF DEFENCE PENSIONERS

3.1 Immediately after the appointment of the High Level Committee was announced in March 1984, and even before the Questionnaires were issued, the Committee was flooded with requests and representations from ex-servicemen organisations as also from individuals on the question of Defence pensions. The major thrust of these representations was that the Defence pensioners who retired prior to 1.1.1973 and who were not initially entitled to any benefits from the liberalised pension formula introduced in April 1979, had expected that following the Supreme Court Judgement of 7th December 1982, sizeable benefits in terms of enhanced pensions would accrue to them. Their contention was that the orders issued by the Government of India in November and December 1983 implementing the Supreme Court Judgement have not conferred the expected benefits on them; on the contrary, the ready reckoners issued with the Government orders signify that some of the pensioners who retired prior to 1.1.1973 would, as a result of the Supreme Court Judgement, have actually suffered a cut in their pensions, but for the administrative instructions issued by the Government of India that in no case should the pension be reduced as a result of the implementation of the Supreme Court Judgement.

3.2. During the course of the visits of the Sub-Committees to the States this was one of the issues most prominently urged before the High Level Committee by agitated ex-servicemen who retired prior to 1.1.1973. Though, strictly speaking, the question of Defence pensions was not specifically included in the terms of reference of the High Level Committee, considering the importance that was being accorded to the issue of Defence pensions in general by the ex-servicemen and to the implementation of the Supreme Court Judgement in particular, by those who retired prior to 1.1.1973, the Committee was fully convinced that Defence pensions constituted a very significant and important issue vitally affecting the ex-

servicemen particularly when the rates of inflation are high. In view of this, notwithstanding the limitations of the terms of reference, the matters relating to Defence pensions raised by the ex-servicemen were discussed in detail by the Members of the Committee in the four Sub-Committees as also in the meeting of the Committee held on 23rd June, 1984. While matters relating to pensions as such are being dealt with separately (Chapter IX), in this Chapter the problems raised by the ex-servicemen who retired prior to 1.1.1973 are only being considered.

3.3 The representatives of the concerned Departments of the Government of India clarified that the orders issued in November and December 1983 to give effect to the Supreme Court Judgement were fully in consonance with the letter and the spirit of the Judgement. The Judgement laid down that the liberalised pension formula which was effective from 1.4.1979 should be applied to all Defence pensioners across the board irrespective of their dates of retirement. It was asserted that this was exactly what was done by the Government orders and the ready reckoners. Since the base for calculating pensions varied over a period of time, it was true in certain cases the extension of the liberalised pension formula as ordered by the Supreme Court did result in marginal reductions in the pensions being drawn by some of the old Defence pensioners. However, keeping in view the spirit of the Supreme Court Judgement, the instructions issued by the Government had laid down clearly that as a result of the implementation of the Supreme Court orders, no cut should be imposed in the pensions of any of the Defence pensioners.

3.4 As regards those Defence pensioners, who though retired prior to 1.1.1973 did get some benefits following the Supreme Court Judgement, the Committee observed that all of them are nursing a uniform sense of grievance that the implementation of the Supreme Court Judgement did not confer on them benefits commensurate with their general levels of expectation.

3.5 Taking a comprehensive view of all the relevant factors and after detailed discussions, the Committee unanimously passed the following resolution on the 23rd June 1984:—

“The High Level Committee (HLC) reviewed the reports of its four Sub-Committees on their visits to the States. Based on the response received during these field visits, the HLC recognised that all those ex-servicemen who retired prior to 1st January 1973 have been nursing a strong grievance that the implementation of the Supreme Court Judgement on pensions has not resulted in any benefit or relief to them. This feeling, the HLC noted, is very deep and intense among the ex-servicemen of this category spread over the entire Country. The HLC noted that the orders issued by the Government of India in November/December 1983 on pensions were strictly in accordance with the judgement of the Supreme Court and the fact that the pre-1973 pensioners did not derive any benefits was inherent in the situation as a result of the introduction of the death-cum-retirement gratuity (DCRG) scheme and the conditions prevailing before the implementation of the recommendations of the Third Pay Commission. Notwithstanding the Supreme Court judgement, keeping in view the depth, intensity and uniformity of the prevailing feeling among the ex-servicemen, the HLC

resolved that the Government of India, be requested immediately to review the matter in its entirety and to evolve a method by which the ex-servicemen who retired prior to 1st January, 1973 would also get some relief and secure some monetary benefits in terms of an addition to their pensions. The question relating to Service pensions, the HLC felt, should be taken up vigorously with the Fourth Pay Commission. The HLC requested the Chairman to convey this resolution to the Government of India."

3.6 As per this resolution, dated 23rd June, 1984, the Chairman of the Committee took up the matter with the Government and the Prime Minister and vigorously pursued the same. The question of sanctioning ad-hoc ex-gratia payments to the pensioners who retired prior to 10th September, 1970 (date of introduction of death-cum-retirement gratuity to Defence pensioners) and to those Defence pensioners who retired between 10th September 1970 and 1st January, 1973 (the date of coming into effect of the Third Pay Commission's recommendations) were considered by the Government in detail. Government acted on the recommendations of the High Level Committee and announced on 29 August 1984 ad-hoc ex-gratia payments as follows:—

For those Armed Forces Pensioners who retired prior to 10 September 1970

<i>Rank</i>	<i>Amount of ad-hoc ex-gratia payment</i>
(a) JCOs/OR/Reservist of Army (including Defence Security Corps) and corresponding ranks of Navy and Air Force	
Reservists	Rs. 10 pm
Sepoys	Rs. 25 pm
Naiks	Rs. 25 pm
Havildars	Rs. 30 pm
Naib Subedars	Rs. 30 pm
Subedars	Rs. 30 pm
Subedar Majors	Rs. 35 pm
(b) Honorary Commissioned Officers	Rs. 35 pm
(c) Non-regular officers granted EC/SSC from the ranks	Rs. 35 pm
(d) Officers of Army (other than MNS officers) and corresponding ranks of Navy and Air Force	
Lt to Lt Col	Rs. 40 pm
Col	Rs. 75 pm
Brig	Rs. 75 pm
(e) MNS Officers upto the rank of Brig	Rs. 45 pm

**Armed Forces pensioners who retired on or after 10th September 1970
but prior to 1st January 1973**

Reservists	Rs. 10 pm
Sepoys to Subedar Majors	Rs. 25 pm
Non-regular officers granted EC/SSC from the ranks	Rs 25 pm

3.7 These ad-hoc ex-gratia payments to the Armed Forces personnel were sanctioned with effect from 1st September 1984 and all the pension disbursing authorities were authorised to make the payment. The total financial commitments on these ad-hoc payments will be of the order of Rs. 14.5 crores per annum to the Government. A copy of the Government orders dated 29th August, 1984 is at Appendix 'J'.

3.8 In the seventh meeting of the High Level Committee held on 29th August 1984, the Chairman announced the decision of the Government regarding the sanctioning of ad-hoc ex-gratia payments to the Armed Forces pensioners who retired prior to 1st January 1973. At this meeting the Committee unanimously adopted a resolution expressing the heartfelt and sincere gratitude of all Members to the Government for promptly honouring and accepting the recommendations of the Committee for grant of ex-gratia ad-hoc relief to the old pensioners in a record time of less than three months.

3.9 It may be added here that Government also considered the question of extending the minimum pension of Rs. 160/- and Rs. 150/- pm to the Reservists and their families respectively and issued orders on 26th September 1984. These orders came into effect from 1st June 1984. A copy of the Government order in this connection is at Appendix 'K'.

CHAPTER IV

DEFINITION OF EX-SERVICEMAN

Introduction

4.1 The need for formally defining the term "ex-serviceman" was felt for the first time after 1965, to ensure that the benefits of the new policy of reservations flow only to the really deserving persons. The definition was first formulated in 1966. Subsequently on 15th December, 1979, the Department of Personnel and Administrative Reforms, Ministry of Home Affairs, in their Notification No. 39016/10/Estt(C), defined the term "ex-serviceman" for the purposes of employment as under:—

"Ex-serviceman" means a person who has served in any rank (whether as a combatant or as a non-combatant) in the Armed Forces of the Union, including the Armed Forces of the former Indian States, but excluding the Assam Rifles, Defence Security Corps, General Reserve Engineering Force, Lok Sahayak Sena and Territorial Army for a continuous period of not less than six months after attestation and

(i) has been released, otherwise than at his own request or by way of dismissal or discharge on account of misconduct or inefficiency or has been transferred to the reserve, pending such release or

(ii) has to serve for not more than six months for completing the period of service required for becoming entitled to be released or transferred to the reserve as aforesaid or

(iii) has been released at his own request after completing five years' service in the Armed Forces of the Union."

4.2 For working purposes, this definition has also been adopted by the Directorate General Resettlement.

4.3 All servicemen who are in the last year of their service and are desirous of civil employment are being allowed to get their names registered with any one employment exchange during their last year of service as indicated below:—

- | | |
|-------------------------|--|
| (a) Army personnel | Six months prior to their actual date of release. (Refer AO 307/60 as amended). |
| (b) Naval personnel | Twelve months prior to their actual date of release. (Refer Navy Order 241/69). |
| (c) Air Force personnel | One year prior to their actual date of release. (Refer AFO 125/77, as amended by Corrigendum 10/82). |

4.4 A number of serving personnel in the last year of service are being permitted to undergo resettlement training courses and allowed to take competitive examinations and apply for suitable posts. In view of this it was urged before the Committee that the definition of "ex-serviceman" must embody this provision also.

Need for Change

4.5 The need for suitably redefining the term "ex-serviceman" was strongly urged before the Committee. The ex-servicemen who have earned pensions after 15 years service contended that those Service personnel who seek discharge on compassionate grounds on completion of 5 years service should not be entitled to resettlement benefits as ex-servicemen. It has been reported that in recent years, taking advantage of the liberal definition, many educated individuals join the Services and seek discharge on completion of 5 years service only to take advantage of the special benefits to which the ex-servicemen are entitled. In this context, there was a uniform demand for a stricter definition of the term "ex-serviceman", to ensure that the benefits now existing and those contemplated would be conferred only on the really deserving.

4.6 The Committee discussed this matter in great detail and strongly felt that those who choose to "put in their papers" before completion of minimum service for pension or on completion of 5 years service, whichever is earlier than their terms of engagement, should indeed not be classified as "ex-servicemen". However, in case of disability, low category or for any other reason like demobilisation, if serving personnel are required to leave the service due to Governmental decisions and rules, they should be considered as ex-servicemen. Therefore, the Committee suggests the following definition for ex-servicemen for re-employment as also for all resettlement and other purposes in place of the present definition contained in Para 4.1:

“An ‘ex-serviceman’ means a person, who has served in any rank whether as a combatant or non-combatant in the Regular Army, Navy and Air Force of the Indian Union and

- (i) who retired from the service after earning his/her pension, or
- (ii) who has been boarded out of the service on medical grounds attributable to military service or circumstances beyond his control and awarded medical or other disability pension, or
- (iii) who has been released from the service as a result of reduction in establishment, or
- (iv) who has been released from service after completing the specific period of engagement, otherwise than at his own request, or by way of dismissal, or discharge on account of misconduct or inefficiency and has been given a gratuity.

4.7 Territorial Army personnel of the following categories shall also be considered as ex-servicemen:—

- (a) Pension holders for continuous embodied service.
- (b) Disabled Territorial Army personnel with disability attributable to military service.
- (c) Gallantry award winners.

4.8 Defence personnel, who on retirement from service would come under the category of ex-servicemen as defined in Paras 4.6 and 4.7 above on retirement, will be permitted to apply for re-employment: availing themselves of all concessions one year before the completion of the specified term of engagement, where applicable. This should be subject to the clear understanding that they will be permitted to leave the uniform only after the completion of the one year period.

Recommendation

4.9 It is recommended that the existing definition of ‘ex-serviceman’ be replaced by the definition given in Paras 4.6, 4.7 and 4.8 for all purposes.

CHAPTER V

EMPLOYMENT

Introduction

5.1 To maintain a youthful profile, the personnel of the Armed Forces are retired at comparatively younger ages. While in the service many of them would have received specialised training. It would, therefore, be in the National interest that this reservoir of trained and disciplined manpower is gainfully and effectively utilised in different walks of life.

5.2 Till a few years ago, ex-servicemen were being regarded as suitable only for security duties. During the last two decades, with the introduction of complex modern equipment and weaponry based on advances in science and technology, the Armed Forces personnel are now generally equipped with a wide variety of skills and training in a number of trades, thus greatly enhancing their re-employment potential.

5.3 While all Civil Government servants are assured of continuous employment upto the age of 58 years, personnel of the Armed Forces, depending on rank, are compulsorily transferred to the pension establishment at ages varying from 32 to 58 years. Data of personnel who have left the three Services during the last five years is at Appendix 'L'.

5.4 The category of Short Service Commissioned Officers, who are all graduates, join the Army for an initial engagement of five years extendable to ten: these officers leave service while in the age group of 28 to 32 years. Details of Short Service Commissioned Officers released from the Army is at Appendix 'M'.

5.5 When ex-servicemen are re-employed in Civil Government Departments, their

terms are governed by the existing rules and regulations which apply to re-employed civilian employees who retire at the ages of 55/58 years. As a result, it was contended that the ex-servicemen on taking up a second career job are at a disadvantage in terms and conditions of service like pay, fixation of pay and allowances, seniority, increments, allotment of accommodation, advance of loans, transfer and so on, about which the Committee has received a spate of memoranda. In this background, it was urged that the rules relating to the re-employment of an ex-serviceman in Civilian Government Departments require to be thoroughly revised and modified. At the extreme, this argument pleaded for condoning in full the entire pension earned by the ex-servicemen while fixing their pay on re-employment, and also counting the entire length of their service with Defence Forces for the purposes of reckoning seniority and fixing salary on re-employment.

5.6 Central and State Governments have laid down varying percentage of reservations for ex-servicemen in Group 'C' and 'D' posts for the junior ranks who retire in much larger numbers every year. There are some reservations in Group 'A' and 'B' posts too. Relaxation in age and educational qualifications is also provided. The existing facilities are given in the succeeding paragraphs.

Existing Facilities: Reservations

5.7 The Government of India have granted reservations for employment of ex-servicemen in Civil posts as under:—

- (a) 10% of the vacancies in Group 'C' posts and 20% in Group 'D' posts.
- (b) 14-1/2% and 24-1/2% in Group 'C' and 'D' posts respectively in Public Sector Undertakings and Banks.
- (c) As far as Group 'A' and 'B' posts are concerned, there is a reservation of 10% of the posts of Assistant Commandants in the Para Military Forces only.

5.8 Reservations provided by the State Governments for civil employment of ex-servicemen are as follows:—

<i>State/UT</i>	<i>Percentage of vacancies</i>				<i>Remarks</i> (See Notes below)
	<i>Class I</i>	<i>Class II</i>	<i>Class III</i>	<i>Class IV</i>	
Andhra Pradesh	—	—	02	02	Note 1
Assam	—	—	02	02	Note 2
Bihar	—	—	—	—	
Gujarat	—	—	10	20	
Haryana	05	05	17	17	

Himachal Pradesh	15	15	15	15	Note 2
Jammu and Kashmir	—	—	05	10	
Karnataka	10	10	10	10	
Kerala	—	—	—	—	
Madhya Pradesh	—	50	09	14	Note 3
Maharashtra	—	—	15	15	
Manipur	—	—	03	05	Note 4
Meghalaya	—	—	—	—	
Nagaland	—	—	—	—	
Punjab	15	15	15	15	
Orissa	—	—	—	—	
Rajasthan	—	—	12-1/2	15	Notes 2 & 5
Sikkim	—	—	15	15	
Tamil Nadu	—	—	—	10	
Tripura	—	—	02	02	
Uttar Pradesh	08	08	03	03	Note 6
West Bengal	—	—	05	10	
Arunachal Pradesh	—	—	10	20	
Andaman & Nicobar Islands	—	—	10	20	
Chandigarh	—	—	10	20	
Goa, Daman & Diu	—	—	10	20	
Delhi	—	—	10	20	
Mizoram	—	—	10	20	
Pondicherry	—	—	10	20	
Lakshadweep	—	—	10	20	
Dadar & Nagar Haveli	—	—	10	20	

Notes:—

1. Andhra Pradesh has also reserved 2% posts of drivers and conductors in the State Road Transport Corporation.
2. Assam, Himachal Pradesh, Rajasthan and Sikkim have given the same percentage of reservations in their State public sector undertakings also.
3. The 50% class II posts in Madhya Pradesh are for doctors and lecturers in medical and education departments for ECOs/SSCOs only in direct appointment.
4. Manipur has also reserved 2% posts of Assistant Commandants.
5. Rajasthan has also reserved 60% posts in armed constabulary.
6. The 8% class II posts in Uttar Pradesh are for ECOs and disabled officers only.

Existing Facilities: Age Relaxation

5.9 The Government of India have provided relaxation in the age limits in favour of ex-servicemen for employment in civil posts. The age relaxation has also been extended for appointment to all posts in the Public Sector Undertakings and banks. State Governments and Union Territories have also extended the age relaxation. The details are as under:—

(a) For appointment to reserved as well as unreserved vacancies in Group 'C' and 'D' posts, the upper age limit shall be relaxed for ex-servicemen by the length of military service increased by three years.

(b) For appointment to Group 'A' and 'B' posts/services filled by direct recruitment and not on the basis of an open All India Competitive Examination conducted by the Union Public Service Commission, the upper age limit shall be relaxed for an ex-serviceman candidate by the length of military service increased by three years.

(c) For appointment to any vacancies in Group 'A' and 'B' posts/services filled by direct recruitment on the results of an All India Competitive Examination conducted by the Union Public Service Commission, ex-servicemen who have rendered at least five years of military service and have been released on completion of assignment (including those whose assignment is due to be completed within six months) otherwise than by dismissal or discharge on account of misconduct or inefficiency or on account of physical disability attributable to military service or on invalidment shall be allowed maximum relaxation of five years in the upper age limit.

Existing Facilities: Educational Relaxations

5.10 Relaxation in educational qualifications have been granted by the Government of India to ex-servicemen for appointments to various posts. These are as under:—

(a) For Group 'D' reserved posts, wherever a minimum educational qualification is laid down, this is fully exempted in the case of ex-servicemen who have put in a minimum of three years service.

(b) In such group 'C' reserved posts where the education qualification is a middle school pass or lower, this is relaxable at the discretion of the appointing authority for ex-servicemen with a minimum of three years service.

(c) For reserved Group 'C' posts, partly filled by recruitment and partly by promotion

or transfer, an ex-serviceman shall be deemed to satisfy the prescribed educational and technical qualifications provided he—

- (i) satisfies the educational/technical qualifications prescribed for direct recruitment to the post from which promotion or transfer to the post in question is allowed;
 - (ii) has identical experience of work in a similar discipline and for the same number of years in the Armed Forces as prescribed for promotees or transferees.
- (d) In the case of reserved posts in nationalised banks, relaxation is as under:—

<i>Prescribed Qualifications</i>	<i>Relaxation</i>
Graduate II Division	Graduate (Pass)
Intermediate/Matric I Division	Intermediate/Matric II Division
Higher Secondary II Division	Higher Secondary III Division

- (e) Where for appointment to a post by direct recruitment, the possession of a simple degree of Bachelor of Arts is prescribed as the minimum educational qualification, such qualification may be relaxed in respect of those commissioned officers who passed out of the Indian Military Academy/National Defence Academy before the decision was taken (in 1974) by the Jawahar Lal Nehru University to recognise their qualification as equivalent to a university degree provided they have held a regular commission in the Armed Forces for a minimum period of 5 years, had satisfactory record of service and are otherwise considered suitable by the Selection Board.

Placement against reserved vacancies and reasons for shortfall

5.11 In the questionnaires forwarded to the State Governments to ascertain their performance in the placement of ex-servicemen against reserved and unreserved vacancies, specific questions were included. A few States have given some data while most others have not. This is because of relatively poor performance of the Sainik Board Organisation which fact was also brought to the notice of the Committee by individual ex-servicemen and associations in their memoranda and during visit of the Sub Committees to the States. Besides this, there is a lack of or ineffective monitoring system and poor feed-back from the employers. Despite the inadequacy of data, it is known that placement against reserved vacancies has not been satisfactory.

5.12 The Committee noted that even though the ex-servicemen have been provided reservations, age and educational relaxations, by the Government of India, their placement

against reserved vacancies in Group 'C' and 'D' posts have really not been quite satisfactory. As the monitoring system is not fully effective, complete data is not available. The available figures bring out clearly how ineffective the reporting and monitoring systems are. These figures which constitute the only data available are presented in the appendices as shown below:—

- (a) Yearwise placement of ex-servicemen for 1978-81 as reported by Employment Exchanges.

Appendix 'N'

- (b) Placement of ex-servicemen in Central Ministries, Public Sector Undertakings and Public Sector Banks for the years 1981, 82 and 1983.

Appendix 'P'

The average percentage achieved is approximately 30% of the total reserved quota in Group 'C' and 'D' posts. Some of the major reasons for the shortfall are summarised in the succeeding paragraphs.

5.13 There is no roster system in the case of ex-servicemen reservations both at the Central and the State Government levels, as in the case of the Scheduled Castes and Scheduled Tribes. Therefore, when vacancies arise, a fixed point is not available for ex-servicemen. Thus, when a small number of vacancies arise in any office or department, the application of reserved percentage is not possible. Presently, there is no provision to group similar vacancies in different offices/departments, so that on the total number of vacancies, percentage of reservation could be applied and ex-servicemen selected and appointed.

5.14 Sponsorship powers for sponsoring ex-servicemen for reserved vacancies has been taken over by the Directorate General Resettlement Organisation, including the Rajya and Zila Sainik Boards from 1st April, 1982. The employment exchanges throughout the Country, however, have to continue to sponsor ex-servicemen for suitable jobs for open vacancies. On the one hand, the Rajya/Zila Sainik Boards were, really not in a position to sponsor names basically due to lack of staff. On the other hand, the employment exchanges do not include the ex-servicemen in their live registers at all, even for open vacancies. Further, various employing organisations do not place their demands to the Directorate General Resettlement Organisation, the Rajya Sainik Boards and Zila Sainik Boards. Thus, in the absence of close liaison between the employing organisations and the authorities responsible for sponsoring, reserved vacancies in Group 'C' and 'D' posts have not been fully utilised. Further, the ex-servicemen in villages, towns and cities and the serving personnel in the last six months of their service before retirement do not come to know the job opportunities available in various organisations due to poor publicity.

5.15 The States which have granted co-sponsorship powers to the Rajya/Zila Sainik Boards in respect of their reserved vacancies are the Governments of Andhra Pradesh, Haryana, Jammu and Kashmir, Karnataka, Kerala, Madhya Pradesh, Maharashtra,

Manipur, Punjab, Rajasthan, Sikkim, Tamil Nadu and Uttar Pradesh. The other States have not yet granted the co-sponsoring powers to their Rajya and Zila Sainik Boards.

5.16 Generally, organisations and officials responsible for personnel matters are not aware of the availability of ex-servicemen in various trades as also other facilities extended to them. Some of them are not even aware of the fact that demand for ex-servicemen should be placed on the Rajya/Zila Sainik Boards as they are responsible to sponsor ex-servicemen. The vacancies reserved for ex-servicemen thus go by default.

5.17 Unlike the Scheduled Castes and Scheduled Tribes reservations, which are effectively monitored, there is no monitoring system in the case of ex-servicemen for overseeing the implementation of reservations. In 1981, at the Central Government level a monitoring system was introduced for the first time. Each Ministry was required to nominate an official of the Deputy Secretary level as liaison officer for overseeing the placement of ex-servicemen against the reserved vacancies in his Ministry in addition to his normal duties. One serving Army officer was authorised as Liaison Officer (part of DGR) to the Director General of Employment and Training. His duty is to collect and collate data pertaining to ex-servicemen placements. All offices, departments, units, undertakings are supposed to forward bi-annual statements to this Liaison Officer. Except a few cases, such returns have not been sent for the past few years. The Deputy Secretary liaison officers have not been able to do justice to this aspect of their work for their own reasons like postings, transfers and inadequate staff as also, to some extent lack of interest in the subject. In the absence of a proper monitoring system, hundred percent placement of suitable ex-servicemen against reserved quota was not achieved.

5.18 State Governments were also requested to establish monitoring cells to oversee the implementation of placement of ex-servicemen against reserved quota allotted by them. The State Governments of Andhra Pradesh, Haryana, Himachal Pradesh, Jammu and Kashmir, Karnataka, Madhya Pradesh, Maharashtra, Manipur, Punjab and Rajasthan (10 States) have set up monitoring machineries. All Union Territories are following the Central pattern of monitoring. The Governments of Bihar, Kerala, Meghalaya, Nagaland and Orissa (5 States) have not made any reservation for ex-servicemen. They, therefore, feel that the system is not applicable in their case. The matter is under consideration of the Governments of Assam and Madhya Pradesh. The Government of Sikkim considers that in view of very small population of ex-servicemen, the monitoring system is not necessary for that State. To what extent such cells have been established and the effectiveness of monitoring is not clearly known. However, the replies to the High Level Committee Questionnaire indicate that even in the States/UTs in which the Monitoring Cells have been established, the placement of ex-servicemen in reserved vacancies continues to be poor.

Special Committee to look into the system of Reservation and Placement of Ex-servicemen

5.19 At the instance of the chairman, a meeting of all secretaries to the government

of India was held on 22nd August, 1984. Ways and means to absorb maximum ex-servicemen in Para Military Forces and other Central Government posts including Public Sector Undertakings against the reserved vacancies was discussed. Consequent to this meeting, a Special Committee under the Chairmanship of Secretary, Department of Personnel and Administrative Reforms, Ministry of Home Affairs, was constituted with the following terms of reference:—

(a) The Committee will examine in detail the present system of identifying suitable jobs in all Ministries, Departments, Public Sector Undertakings and Autonomous Bodies under the control of Central Government, particularly in such organisations where large vacancies arise for placement of suitable ex-servicemen against reserved vacancies meant for them. In doing so, the Committee will go into all aspects from the time a reserved vacancy is available, till an ex-serviceman is selected and appointed; and

(b) The Committee will give suggestions for improvements in the present method of notification, sponsorship and selection and also amendments to the recruitment rules and pre-appointment qualifications, including relaxations as necessary.

5.20 The report given by the Special Committee was discussed in detail and recommendations pertaining to improvement in the present system of utilisation of reserved vacancies for ex-servicemen are included in this Chapter.

Lateral Induction

5.21 Lateral induction of Armed Forces personnel into other Central and State Government posts including Para Military Forces and Public Sector Undertakings has been under examination for the past few years. This scheme envisages that Armed Forces personnel, who are willing, could be inducted into all types of Para Military Forces both at the Central and State levels. This will not only provide these forces a hard core of disciplined and trained manpower, but also effect reduction in training costs, and help resettle the "would be" ex-servicemen.

5.22 As far as the jawans are concerned, the Ministry of Home Affairs accepted only the following limited areas for them:—

(a) Increase in the percentage of reservation of security guards of Central Industrial Security Force, a Group 'C' service from 10% to 15%.

(b) Lateral induction of retiring service personnel into Para Military Forces against the vacancies for ex-servicemen provided the retiring personnel are identified well in advance before their release from the Armed Forces.

5.23 It has to be accepted that a sizeable percentage of JCOs and jawans having served 15 years or more, are not quite willing to continue wearing a uniform and again undergo similar hardships of service. Further, these days, an average jawan gets some 30,000/- to 40,000/- rupees in the form of commuted value of pension, Armed Forces Provident Fund, Army Group Insurance and so on, when he retires. On account of this, he is not quite keen to take another job in a 'Force' for a while. It would, therefore, be correct to assume that only 15% to 20% of retirees from the Army would volunteer for lateral induction into Para Military Forces, though they, specially the non-technical Army jawans, could be motivated to do so by their unit commanders.

5.24 The lateral induction of all ranks of the Navy and Air Force is quite akin to all ranks of the Army. This scheme of lateral induction, however, has so far been confined only to the non-technical men of the Army, for induction into Para Military Forces.

5.25 A similar scheme for the officers was also considered by a Working Group of Officers constituted by the Ministry of Home Affairs in 1976. One of the recommendations of this Group was that the Ministries/Departments as well as Public Sector Undertakings should identify posts which can be advantageously held by ex-servicemen by virtue of their experience in the Armed Forces either in general or in specific fields. In pursuance of this recommendation, the Ministry of Home Affairs, Department of Personnel and Administrative Reforms issued instruction vide their OM 39016/9/78/Estt (C) dated 10/19 May 1969 provided inter alia, for filling up of Group 'A' and 'B' posts in various Ministries/Departments of Government of India by deputation of suitable Defence Services officers in the last year of their service. Relevant extracts from this Office Memorandum are as under:—

"In respect of Group 'A' & 'B' posts required to be filled by transfer or deputation of Government servants belonging to more than one service in the various Ministries/Departments of the Government of India including civilian posts under the Ministry of Defence, a provision should be made in the recruitment rules whereby Armed Forces personnel due to retire or to be transferred to reserve within a period of one year and having requisite experience and qualifications can also be considered for appointment to such posts. Such persons should be given deputation terms upto the date on which they are due for release from the Armed Forces, thereafter they may be absorbed either on transfer or short term contract."

5.26 As far as the officers are concerned, the identification of suitable posts has yet to commence in most of the Ministries. It has not been completed in any of the Ministries. Even in the Ministry of Defence which is the nodal Ministry for ex-servicemen in the Government of India, the Committee was constrained to note that this exercise has not made any appreciable headway. At the instance of the Chairman, after the High Level Committee was constituted, the process of identification of suitable posts was accelerated and as a result, so far 496 Group 'A' & 'B' posts have been identified. The need for the speedy identification of such posts by all the Ministries and other organisations in the Government of India cannot be over-emphasised.

Additional Measures for Employment

5.27 In addition to the present employment potential that is available to ex-servicemen, certain new areas where they could be utilised for Nation building tasks have been under consideration in the Ministry of Defence with the other concerned Ministries and Departments in the past few years. Certain specific fields where maximum ex-servicemen could be employed in new projects and schemes have been and are under examination and some other areas are now being recommended.

5.28 **Ecological Task Force.** In 1980, a proposal was made to employ ex-servicemen for environment work in the Country. Finalisation of the scheme including the proposed organisation, financial effect, technical and administrative control and interaction between the Ministry of Defence, Department of Environment and the concerned States, resulted in the raising of the first ever Infantry Battalion, Territorial Army (Ecological) in Uttar Pradesh. This unit was raised in 1982 and deployed in Shahjahanpur Block near Dehra Dun for ecological tasks. The Department of Environment has highly appreciated their quality of work. The second unit of this type was raised in Rajasthan and is now deployed for tree planting and allied activities along the Rajasthan Canal in Bikaner district. Some other States like Himachal Pradesh, Jammu and Kashmir, Maharashtra, West Bengal and the Union Territory of Goa have also expressed their requirement for similar units for ecological work. As the ex-servicemen belonging to the same States and districts close to the area of deployment are enrolled in such units, their desire to be as near their homes as possible would also be met. There is good scope for raising additional ecological units consisting entirely of ex-servicemen.

5.29 **Special Peace-keeping Forces.** In addition to the present police force, some States are desirous of raising additional units for peace-keeping purposes and other duties. Bihar took the lead at the instance of the Ministry of Defence and is in the process of raising a special Police Battalion consisting entirely of ex-servicemen from Bihar, neighbouring States and a few northern States. Approximately 600 ex-servicemen have been taken in this unit. Assam was the second State to raise four such units consisting of 25% ex-servicemen in each unit. Orissa is intending to follow suit. This is yet another way of finding employment for the non-technical jawans who are prepared to serve anywhere in the Country in second career jobs.

5.30 At the Central Government level, there have been proposals for the raising of National Security Guards and Bank Security Force. Whenever such a new force is raised or there is expansion in the Para Military Forces, ex-servicemen should be taken to the maximum extent. As they are already trained, the expenditure incurred on the training of new civilian entrants will be saved.

5.31 Recently, the Ministry of Shipping and Transport launched a National Highway Patrolling Scheme which envisages the setting up of Traffic Aid Posts at approximately every 50 to 60 kms with adequate equipment and personnel. As a pilot project, the Scheme

has commenced in five sectors of National highways passing through the States of Gujarat, Haryana, Maharashtra, Punjab, Tamil Nadu, West Bengal and the Union Territory of Delhi. Rs. 70 lakhs were disbursed to these States during the year 1983-84. During 1984-85, a provision of Rs 2 crores has been made for road safety programmes including the highway patrol scheme. It is understood that the State Governments have given this responsibility to their Police Departments. This is an area where ex-servicemen can be very well utilised, since men belonging to Electrical and Mechanical Engineers, Army Medical Corps, Military Police and the non-technical units of the Army and such personnel from the Navy and Air Force can most profitably be employed due to their previous experience in recovery of vehicles, control of traffic columns, first aid, evacuation of casualties while in service. Raising of National Highway Patrolling Force, comprising units or sub—units entirely of ex-servicemen on the lines of ecological units, would ensure that ex-servicemen belonging to the districts or adjoining districts through which the designated stretches of National Highways pass can be absorbed. Thus ex-servicemen will also be near their homes.

5.32 Another area where a large number of non-technical ex-servicemen can be absorbed is land reclamation. It is known that Madhya Pradesh and Karnataka have a scheme known as land armies. Other States can be approached for employing ex-servicemen for such ventures.

5.33 Where under large irrigation multi-purpose projects vast extents come under irrigation, ex-servicemen can be ideally settled in agricultural operations. With their discipline and hard work, they could set an example to the other farmers in the command areas to facilitate the adoption of modern and improved methods of agriculture and securing higher yields. Where they are settled in groups, near the border, they could also be expected to discharge some civil defence functions effectively. Thus, recently the Government of Rajasthan has allotted 50,000 bighas to ex-servicemen in the Rajasthan Canal Project Phase II. With the progress of the Canal and availability of water, it would be possible to reclaim the desert for agricultural purposes and National development.

Private Sector

5.34 There is good employment potential for ex-servicemen in the private sector. Presently, the private sector units in the Country are employing ex-servicemen purely on their own either directly or through employment consultants. The Committee has observed, however, that by and large the representation of ex-servicemen in the private sector units is extremely meagre; only in such of the enterprises which are started by ex-servicemen or where the senior managerial positions are held by ex-servicemen, do attempts get made to employ as many Defence ex-servicemen as possible.

5.35 To see that there is a visible improvement in this behalf, some of the private sector firms which have major interaction with both the Central and State Governments

could well be approached for providing a specified percentage of job opportunities to ex-servicemen. Those who are awarded contracts for public works could be prevailed upon to employ a minimum percentage of ex-servicemen. The possibility of providing some incentives in the form of tax reliefs and some other concessions at appropriate scales which might motivate the private sector to employ ex-servicemen also merits consideration.

5.36 The representatives of the private sector like the Federation of Indian Chambers of Commerce and Industry, the Associated Chambers of Commerce and Industry of India, All India Manufacturers' Organisation and others associated with the exservicemen organisations like the Kendriya Sainik Board have always displayed adequate understanding of the problems of ex-servicemen and have reaffirmed their readiness and willingness to discharge this National responsibility to our exservicemen. All ministries at the Centre and the State which deal with the private sector and which promote joint sector units should bring to bear their full weight and influence on Private Sector Units to ensure employment of as many ex-servicemen as possible in the Private Sector Units.

A Proposal for Assured Employment upto the Age of 58 years

5.37 More recently, many ex-servicemen organisations and ex-servicemen themselves have suggested that when an individual joins the Armed Forces, he must be assured employment upto the age of 58 years as is the case with other Central Government employees. This suggestion envisages that every individual joining the Army, Navy or Air Force should, on completion of terms of engagement, be absorbed in a suitable civil post, after completing his pensionable service, without a break. This should be based on rank, branch or arm, educational and technical qualifications and professional skills acquired during military service. They maintain that if this is done, then the problem of finding a second career job after retirement will not arise.

5.38 The average number of personnel retiring every year from the Defence Services, based on the figures of last four years shown at Appendix 'L' are as follows:—

	<i>Army</i>		<i>Navy</i>		<i>Air Force</i>	
Regular Officers	528		112		215	
Short Service Commissioned Officers	93		—		—	
	<i>Tech</i>	<i>Non Tech</i>	<i>Tech</i>	<i>Non Tech</i>	<i>Tech</i>	<i>Non Tech</i>
JCOs and Jawans and equivalents in the Navy and Air Force	11575	35892	754	1248	2477	1593

Total

Officers	948
JCOs and Jawans including Navy and Air Force	53,540

Note:— Presently it is being maintained that approximately 900 officers and about 60,000 junior ranks retire each year. The figures vary from year to year.

5.39 The value and benefit of the enormous amounts of money, time and effort spent on their training in the Defence Services would, in such a case, accrue to The State as these personnel would be working upto the age of 58 years in suitable jobs. Further, on accepting a civil job the pensions of these personnel could be commuted to 100% and kept in Government securities on which they may obtain interest and loans; thus closing the chapter of their Armed Forces Service. They would then not be eligible for any subsequent revision of pensionary benefits. They could, if entitled, be given a second pension or other pensionary benefits for their civil service.

5.40 The following are the organisations where induction could be made for such an assured job upto the age of 58 years:—

- (a) All Para Military Forces.
- (b) Percentage of posts in Central Government Ministries/Departments and offices.
- (c) Percentages of posts in State Government Ministries/Departments and offices.
- (d) All Central Government and State Government Public Sector Undertakings.
- (e) Various civil posts in static units, establishments and institutions of the Army, Navy and Air Force.
- (f) Departmental undertakings, factories, depots and such other institutions both at the Centre and State levels.
- (g) Organisations and institutions in receipt of grants-in aid from the Central and State Governments.
- (h) Private Sector organisations and joint sector ventures who have obtained institutional finance.
- (j) Voluntary organisations with financial assistance from the Government.

5.41 There is no doubt that the modalities of implementing this suggestion would have to be worked out. Identification of individuals due to retire, matching their qualifications-cum-experience for particular jobs in specific institutions located in a particular place and acceptance by individual ex-servicemen would be a major task. Matters like the basis of pension for the service rendered in uniform, commutation value, refixation of pay on taking up a second career job, fixation of seniority for promotion in the new job are some of the details which have to be laid down. Further, what percentage and number of retirees from the Defence Services, would be appointed at the State Government level including State Public Sector Undertakings and departments vis-a-vis Central Government posts needs a study.

5.42 Without a break in service from uniform to a second career job is an important requirement of this proposed scheme. Therefore, the exercise to identify individuals for specific posts has to be commenced at least two years before an individual is due for retirement. The individual should also be given a chance to make his choice. In case there are some, who do not want assistance for an assured job, they may give an undertaking to this effect whereafter no obligation in finding a job for them will rest on the authorities. Individual statistics and data including option to serve anywhere in the Country or within his State or neighbouring States can be easily obtained and maintained in appropriate electronic data processing system. Based on this data, matching of an individual or a group of individuals to prospective jobs can be done. Hence, the proposal of assured employment upto the age of 58 years deserves detailed analysis, study and implementation.

Recommendations

5.43 The Committee has noted with concern the poor utilisation of reserved vacancies in Central and State Government posts, Public Sector Undertakings and the organised sector. As this has been caused due to poor implementation of orders on reservations, absence of roster system, small vacancy arisings periodically and inadequate monitoring, the Committee strongly recommends that a comprehensive National Ex-servicemen Resettlement Act be enacted to cover the organisations under the Government of India. A model Act in consultation with States may also be drafted and States requested to legislate on these lines for safeguarding the interests of ex-servicemen in their respective jurisdiction.

5.44 The Committee strongly recommends that a Parliamentary Committee consisting of Members from both the Houses be constituted to oversee the implementation of various schemes and facilities for ex-servicemen. This, in itself, is bound to ensure that existing reservations, schemes and facilities are better implemented than at present.

5.45 Similar to the Scheduled Castes and Scheduled Tribes Commission, an Ex-servicemen Resettlement Commission (or Commissioner), be also established under the proposed

Act. Such a Commission or Commissioner would be in a position to effectively monitor placement of ex-servicemen.

5.46 To settle about 3 lakh ex-servicemen now held on the live register, it is recommended that special ex-servicemen placement drives be undertaken by Ministries employing larger number of people. Railways, Posts and Telegraphs and some Central Public Sector Undertakings like Coal India, ONGC, SAIL, BHEL and others should be able to absorb a large number in the immediate future. All these organisations should pool the vacancy arisings in small offices at higher levels, e.g., Zones or Circles and the percentages of reservations of ex-servicemen of these totals should be filled up. The Directorate General Resettlement should be given three months advance information to arrange maximum number of suitable ex-servicemen for bulk recruitment at the appointed places. This will clear the backlog to some extent. Similarly, State Governments and Union Territories Administration should be addressed for similar special ex-servicemen recruitment drives to place ex-servicemen in State Government undertakings against pooled vacancies.

5.47 Regarding Group 'A' and 'B' posts, it is strongly recommended that qualified and suitable officers, junior commissioned officers and junior ranks should be laterally inducted in these posts during the last year of their service. The orders of the Ministry of Home Affairs issued in 1979 for identification of suitable Group 'A' and 'B' posts have still not been complied with fully, though some Ministries have indicated some of these posts at the liaison officers' meeting held on 20th June, 1984. This task should be completed by all the Ministers/Public Sector Undertakings expeditiously. A wide variety of technical tradesmen and the non technical personnel are available for selection. Therefore, the transfer of a man for man and post for post in all fields in the organised sector is recommended. Along the same lines, States/Union Territories should also be addressed to implement the lateral induction scheme.

5.48 In the discharge certificate given to each serving person on retirement, it is recommended that his correct status in accordance with the recommended definition of ex-serviceman be indicated clearly for employment assistance in a civil job. Further, pragmatic improvements in the contents of discharge certificate should be done by the Service Headquarters, for example, equation of trade, specific experience like type of vehicle driven by the individual in service and so on should be clearly indicated so that it is possible for a prospective employer to understand easily the previous military experience of an individual ex-serviceman.

5.49 The Employment Exchanges throughout the Country must continue to sponsor the names of ex-servicemen both for reserved and unreserved vacancies in addition to similar work being carried out by the Rajya/Zila Sainik Boards for reserved vacancies, especially since a large number of States have yet to implement the revitalisation recommendations for additional staff at these Boards.

5.50 It is further recommended that the procedure for dereservation of reserved posts

for ex-servicemen be done strictly in accordance with the existing rules. Directorate General Resettlement should be given 30 clear days for confirmation regarding non-availability of suitable ex-servicemen for a specific post. It is recommended that the reserved vacancies for ex-servicemen be kept vacant and carried forward for at least one year before these are dereserved and filled up by others.

5.51 Modification and amendments to recruitment rules must be carried out immediately, particularly incorporation of the existing age and educational relaxations. Further, relaxations of educational qualifications for such posts where previous military experience in a given discipline or trade is suitable for a second career job should be appropriately included in the recruitment rules to help place ex-servicemen.

5.52 The revitalisation of the Rajya and Zila Sainik Boards recommended in 1981 should be implemented fully by those States and Union Territories who have yet to do so. Only then would these Boards be in a position to carry out sponsorship duties adequately.

5.53 Ordnance factories, banks and large Public Sector Undertakings should make special efforts to absorb the released Short Service Commissioned Officers every year. Concerned Ministries and Directorate General Resettlement may evolve steps for their absorption. Ministry of Home Affairs in consultation with Directorate General Resettlement should intensify efforts to increase the placement of these Short Service Commissioned Officers in Para Military Forces.

5.54 Avenues and opportunities in new areas for Nation building tasks in which ex-servicemen can play a major and constructive role should be constantly assessed and implemented. The latest innovation of the two ex-servicemen ecological infantry battalions has already shown good results. It is recommended that more such battalions be raised in the future. In certain other fields, like the additional peace keeping forces required by the Central and State Governments, major projects in the Country like National Road Safety Scheme and the proposed Coal Protection Force, ex-servicemen could be absorbed. In other areas like land reclamation, environmental protection work like Forest Protection Force, there is scope for employing these personnel. In the agricultural and animal husbandry sector, ex-servicemen could play a major role in developmental work. So is the case in social forestry. All these avenues could be explored to resettle these personnel.

5.55 The persistent demands from ex-servicemen for re-employment and various other concessions emanate from the fact that mainly due to the requirements of the Defence Services to maintain a youthful profile, these personnel are made to retire from the Services at a comparatively younger age compared to the civilian counterparts who retire uniformly at the age of 58 or above. In this context, the plea that Service personnel retiring at ages below 58 years should automatically be provided placement in civilian careers so as to be able to continue in Government service till they attain the age of 58 years merits very careful and sympathetic consideration.

5.56 Considering that the number of Defence personnel retiring every year is around 60,000, while the number of Government posts which are filled up every year through fresh recruitment—is around half a million, given the required will and determination, this proposal would not be difficult to implement. However, it would require the maintenance of detailed data relating to a large number of Defence personnel who would be due for retirement in the next two or three years, their qualifications, background and experience and also matching it with the vacancies that are likely to arise in the different Ministries/organisations from year to year so that by and large the training and experience of the retiring Defence personnel could be matched with the requirement of the jobs in the Civilian departments.

5.57 The Committee would strongly recommend that the Government of India should get this proposal examined in detail and work out suitable modalities so that in the next few years a system could be devised under which all retiring Defence personnel, should they so desire, would be provided with an alternative civilian job which will enable them to continue in Government service till the age of 58 years. Once this system comes into force, such of the retiring Defence personnel who through the exercise of free choice do not opt for civilian employment would thus not be entitled to any special benefits.

5.58 As the details of this arrangement are worked out and implemented most of the special concessions now being given to the ex-servicemen could be dispensed with since the 'hardship' relating to their service conditions in the Defence Services could be matched by an appropriate remuneration package. Simultaneously, the elaborate package of concessions for ex-servicemen worked out over the years could be dismantled. As a consequence, the role and responsibility of the Directorate General Resettlement in the welfare and other matters relating to the ex-servicemen could also be substantially reduced. It would then concern itself mainly with the advance planning required for finding civilian employment for those Defence personnel who are likely to retire in the next one or two years, instead of dealing with lakhs of ex-servicemen after they leave the Services and are dispersed all over the Country.

CHAPTER VI

TERMS AND CONDITIONS OF SERVICE ON RE-EMPLOYMENT

Introduction

6.1 Ex-servicemen of all ranks have been, and are being, re-employed in various posts under the Central and State Governments as well as their Constituent Public Sector Undertakings including insurance companies and public sector banks. They are also absorbed in autonomous and semi-autonomous bodies and institutions in receipt of Government funds. Their terms and conditions of service on re-employment are governed by rules, guidelines and directives issued from time to time by the relevant Central and State Governments and the controlling ministries.

Problems in General

6.2 The problems which have been brought to the notice of the Committee by ex-servicemen new re-employed in the Organised Sector throughout the Country pertain mainly to the following areas:—

- (a) Initial fixation of pay and other benefits.
- (b) Addition of home-saving element to pre-retirement pay for initial pay fixation.
- (c) Fixation of pay on promotion to a higher post or grade after re-employment.
- (d) Weightage of military service for grant of annual increments in fixation of pay,

seniority and promotion in re-employed jobs.

(e) Weightage of military service for allied matters such as probation, confirmation, grant of housing, conveyance and other loans and allotment of residential accommodation.

(f) Universal application of rules and guidelines in all organisations throughout the Country.

(g) Variations in salary structures in different organisations. Wide disparity in dearness allowance rates because of merger of dearness allowance with pay to varying degrees in different organisations especially Public Sector Undertakings and State Governments.

(h) Availability of concessions/benefits to certain categories of ex-servicemen who rendered service in the Armed Forces during specified periods. Other ex-servicemen feel aggrieved that such concessions are not extended to them even though they had served in the Armed Forces during the same period.

6.3 In this chapter these problems and some anomalies brought to the notice of the Committee are discussed and recommendations made to remedy them.

Recognition of Former Military Service for Pay Fixation and Seniority

6.4 In their memoranda and meetings with members of the Committee representatives of ex-servicemen submitted that service rendered in the Defence Forces must be recognised and counted for fixation of pay as well as for seniority. A provision exists in the rules according to which military service of ex-combatant clerks/storemen is taken into account for purposes of pay fixation on re-employment. Even in such cases, ex-servicemen are facing problems since some employers are not quite clear about the rules and the expression "Combatant Clerk" or "Clerk General Duties" is not entered in the discharge certificates issued by the three Services.

6.5 Ex-servicemen below commissioned rank also feel that while certain Short Service Commissioned Officers joining civil posts are given the benefit of counting their former service both for seniority and pay fixation, the same benefits are not available to them.

6.6 Employing agencies, on the other hand, have projected their own difficulties and problems. They maintain that unless a re-employed ex-serviceman has adjusted himself in the new environment and is thoroughly conversant with his functions and responsibilities, his previous military service is of little utility in the new organisations. In addition,

views of employees' unions have also to be taken note of while formulating any special dispensation in favour of ex-servicemen.

6.7 Correct interpretation and implementation of rules and guidelines laid down for pay fixation, in particular, is essential. Ex-servicemen have reported anomalies in the implementation of the rules. For instance, although rules and policies on fixation of pay in public sector banks have been laid down by the Ministry of Finance (Banking Division), their interpretation and application is not uniform in all nationalised banks. Autonomous bodies frame rules and procedures of their own. To complicate matters further, some ex-servicemen have been appointed to posts which are governed by the Industrial Wages Act.

6.8 The deduction of retirement benefits in respect of pensioners on re-employment is yet another issue on which ex-servicemen are agitated. Though the element of basic pension is known, the monthly equivalent of gratuity (actuarial value) is not indicated in pension documents. So a provisional pay fixation is effected and letters are addressed to the Office of the Controller Defence Accounts (Pensions) in individual cases for eliciting this information. The relief on pension, which is from time to time, enhanced by the Government, has also to be deducted since on re-employment an ex-serviceman gets dearness allowance on new pay. As per earlier policy, deduction of relief on pension was to be effected by the Pension Paying Authority. This was subsequently changed. Under the revised rules new employers deducted this amount. However, recently, this has again been changed whereby the Pension Paying authorities have now been authorised to deduct the relief at source. It takes months by the time the new rules are received at various organisations with the result that substantial amounts are deducted from the emoluments admissible to ex-servicemen. This causes avoidable hardship to them.

6.9 These numerous and complex problems confronting ex-servicemen, whether individually or collectively, prima-facie appear to defy a standard or ready-made solution.

Problems of Short Service Commissioned Officers

6.10 Short Service Commissioned Officers in the Army serve for an initial period of five years after they are granted Short Service Commission. They are all graduates at the time of entry. On completion of five years service, they—

- (a) can opt for either permanent regular commission or extension of service by five years;
- (b) may neither opt for permanent regular commission nor extension of service, in which case they are released on completion of five years of contractual service;
- (c) out of (a) above, those who are not selected for regular commission continue to

serve beyond five years upto a maximum period of 10 years. Such officers can, however, elect to quit the Armed Forces at any time during their extended service.

6.11 Short Service Commissioned Officers who served in the Armed Forces during the period of National emergency were given some special concessions in consideration of their military service. Certain percentage of Group 'A' and 'B' posts filled by direct recruitment were reserved for them. Short Service Commissioned Officers, appointed against reserved vacancies either on the results of an open competitive examination or otherwise, were given the benefit of counting military service both for seniority and pay fixation. This provision was, however, discontinued from January, 1968. Released Emergency Commissioned Officers and Short Service Commissioned Officers appointed against unreserved vacancies were given weightage for their military service in fixation of initial pay only, and not for seniority. There are a few Short Service Commissioned Officers, in yet another category, who were serving in lower posts in Government offices and banks when they volunteered for and were granted Short Service Commissions. They retained their lien on their previous posts, and after release from the Armed Forces, rejoined the same posts. Some of them have been denied the benefits of seniority for duration of their military service and have consequently suffered in terms of future promotions.

6.12 In Public Sector Undertakings and public sector banks, the military service of released Emergency Commissioned and Short Service Commissioned Officers who joined pre-commissioned training or were commissioned during the period of National emergency is counted for pay fixation only but not for seniority. In some cases this benefit is effective from 1st April, 1980. In public sector banks, this concession has been extended to all Emergency and Short Service Commissioned Officers irrespective of their dates of commission who joined public sector banks before 24th August, 1981. Emergency and Short Service Commissioned Officers who were commissioned during the National emergency and are now in service with public sector banks have represented that the benefit of counting military service for pay fixation should be given to them from the dates of joining the banks, instead of 1st April, 1980, as in the case of their erstwhile colleagues who were absorbed in Government offices. In the case of States and Union Territories, there are a number of cases of re-employed Short Service Commissioned Officers who have not been given the benefit of military service both for pay fixation and seniority.

6.13 Owing to complexity of the rules pertaining to Short Service Commissioned Officers and their present employment pattern in a large number of organisations, ranging from Government offices and Public Sector Undertakings, to the public sector banks, any changes in the rules have to be carefully gone into. The effect of the changes on other employees and their acceptability to the management of the various organisations are factors which need to be taken cognisance of.

6.14 The problems faced by Short Service Commissioned Officers merit examination in much greater depth than has been possible by the Committee in order that truly satisfactory solutions may be formulated in long term perspective. The Committee, however, recom-

mends that the possibilities of extending the concessions available to Emergency and Short Service Commissioned Officers commissioned in the Armed Forces between 1st November, 1962 and 10th January, 1968 (both days exclusive) to all Emergency and Short Service Commissioned Officers, irrespective of their dates of commission, in all organisations may be examined in detail and an appropriate decision taken, keeping in view the interest of the ex-servicemen and the organisations which have re-employed them.

Fixation of Pay of Retired Officers on Taking up Second Career Jobs (Re-employment)

6.15 Defence Service officers of the ranks of Lieutenant Colonels, Colonels, Brigadiers and their equivalents in the Navy and Air Force normally retire between the ages of 50 and 54. After retirement, some of them get appointed to civil posts under the Central and State Governments and other organisations. On their re-employment, their new pay and allowances are fixed according to existing rules on the subject. Basically, while fixing pay, their pensionary benefits in excess of Rs. 250/ per month are deducted from January, 1983 from their pre-retirement basic pay. Various aspects pertaining to pay fixation are discussed in the following paragraphs.

6.16 In 1958, Government of India, Ministry of Finance vide their OM 8 (34)/D.III/57 dated 25th November, 1958, issued a general policy directive on fixation of pay of pensioners, on their re-employment in civil posts of the Central Government. According to this directive the initial pay of a pensioner re-employed in a civil post of the Central Government was to be fixed at the minimum stage of the scale prescribed for the post in which the individual was re-employed. If, however, such a fixation caused undue hardship, the basic pay of the pensioner could be fixed at a higher stage by allowing one increment for each year of military service rendered in a post not lower than that in which the individual was re-employed. This was, however, subject to the condition that pay on re-employment was to be so fixed that the new pay plus gross amount of pension and/or pension equivalent of gratuity and any other forms of retirement benefits did not exceed the pre-retirement pay or Rs. 3,000/- whichever was less. In all cases where either of these limits was exceeded the pension or other retirement benefits were to be paid in full and the necessary adjustments made in the pay so as to ensure that the total of pay and pensionary benefits was within the prescribed limits.

6.17 In 1964, the Central Government issued OM 7/(34)-Estt.III/62 dated 16th January, 1964, according to which pension upto Rs. 50 was not to be taken into account in fixation of pay on re-employment of persons who retired before attaining the age of 55 years. Prior to 16th January, 1964, the exemptable limits of pension in pay fixation was Rs. 10 per month in the case of civil pensioners and Rs. 15 per month in the case of military pensioners vide Articles 521 and 526 of the Civil Service Regulations. Consequent to the liberalisation of rules, and the general increase in the scales of pay on the basis of the recommendations of the Third Pay Commission, the Government of India, in 1978 increased the exemptable limit of pension from Rs. 50 to Rs. 125 for the purposes of fixation of pay of all re-employed pensioners, including military pensioners, who retired before attaining the age of 55 years.

6.18 With effect from 25th January, 1983, full military pension and other retirement benefits have been exempted in pay fixation of pay of ex-servicemen below the commissioned rank (and who retired before attaining the age of 55 years) on their re-employment in posts under the Central Government. In the case of officers, the exemptable limit of pension has been enhanced from Rs. 125 to Rs. 250 per month. In this connection, Government of India, Ministry of Defence OM 2(11)/83/D(Civ) dated 8th February, 1983 as amended by Corrigendum of even number dated 24th October, 1983 is relevant. The above benefits have also been extended to ex-servicemen by all public sector banks vide Government of India, Ministry of Finance, Department of Economic Affairs (Banking Division) letter 2(1)/9/82-SCT(B) dated 11th March, 1983, addressed to the Chief Executives of all nationalised banks and financial institutions. Some of the Public Sector Undertakings which follow the Central Government rules on pay fixation have also given the above benefit to the ex-servicemen employed in these undertakings vide Ministry of Finance, Bureau of Public Enterprises OM 2(126)/75/BPE-OMI dated 11th April, 1983.

6.19 The officer pensioners feel aggrieved at the deduction of a part of their pensionary benefits on the grounds that they were compulsorily retired owing to dictates of service and had undergone the rigours and privations inherent in the profession of arms. They also feel that no civilian faces the same predicament as the latter is guaranteed employment upto the age of 58 years alongwith all the attendant benefits.

6.20 The officer pensioners also feel hurt that while in service they were given fairly acceptable standards of perks and facilities, these are not taken into account when they leave uniform and take up a second career job. They are at a loss to understand as to why their basic pay alone is taken into account in the fixation of their pay, specially when the Defence pay is so structured that total pay comprises salary in cash, cost of free rations, professional allowances and various other facilities and perks. Such a position does not arise in the case of civilian pensioners seeking re-employment. Officers of the Armed Forces are, therefore, hit on two accounts—loss of perks and facilities on the one hand, and loss of a major portion of pension earned in lieu of arduous service rendered on the other.

6.21 Over the years, a number of anomalies have crept in to the rules. Under the existing orders, full pension or a part thereof is exempted only in the case of those service personnel who retired before attaining the age of 55 years. Though there was no mention of the age factor in the Government of India orders of 1958, the stipulation of retirement before 55 years of age for the entitlement of part/full exemption of pension in pay fixation appeared for the first time in Government orders issued on 16th January, 1964. This stipulation is possibly due to the fact that age of superannuation in the civil services was 55 years upto 30th November, 1962. When the age of superannuation was increased from 55 to 58 years from 1st December, 1962, this element did not get incorporated in orders issued on 16th January, 1964, and subsequently on 8th February, 1983.

6.22 An anomalous situation has also been created by the merger of part of dearness allowance with the basic pay in a large number of Public Sector Undertakings and State

Governments. Such a merger may have given some benefit, or maintained the status quo, in the case of civilian employees, but military pensioners are hard hit. Under this dispensation, military pensioners do not derive any benefit from the upward revision in pay scales since their basic pay is fixed in relation to four parameters only: namely, pre-retirement basic pay, pension, pension equivalent of gratuity, and exemptable limit of pension. At the same time, the quantum of dearness allowance payable has been substantially reduced in the wake of decrease in dearness allowance rates. This reduces the actual monthly remuneration of re-employed military pensioners in relation to their pre-retirement emoluments.

6.23 The main reason for the relatively poor response from retired officers for jobs in Government offices and in Public Sector Undertakings is the deficiency in rules governing fixation of pay on re-employment. By not absorbing suitable retired officers in Government jobs and Public Sector Undertakings, the Government is not really taking advantage of the technical/managerial skills and administrative acumen acquired by these officers during their service career and the training imparted in the Armed Forces.

Recommendations

6.24 Orders governing initial fixation of pay and other benefits on re-employment of ex-servicemen pensioners and non-pensioners should be simplified, streamlined and made uniformly applicable in all public employing agencies, including Central/State Ministries/Departments and their subordinate organisations, as well as the Public Sector Undertakings and autonomous bodies under their administrative control. Suitable provisions should be embodied in the proposed 'Ex-Servicemen Resettlement Act'.

6.25 An ex-serviceman, who falls within the definition of the term as evolved in this Report, and is not in receipt of pension, should be permitted to count full military service upto five years and 50% of service beyond five years, for grant of annual increments in initial fixation of pay on re-employment but not for seniority. In the case of ex-servicemen in receipt of military pension, counting of military service for additional annual increments would amount to giving them double benefit, especially when their full military pension and other retirement benefits are already exempted in fixation of their pay on retirement with effect from 25th January, 1983.

6.26 Seniority and pay fixation of Emergency and Short Service Commissioned Officers who joined pre-commission training, or were commissioned after 1st November, 1962 but before 10th January 1978 and appointed against unreserved Group 'A' and 'B' posts, should be determined on the same basis as was done in the case of officers of this category who were absorbed in reserved Group 'A' and 'B' posts under the provisions of Cabinet Secretariat, Department of Personnel, Notification 9/20/69-Estts(c) dated 26th August, 1971, in all organisations.

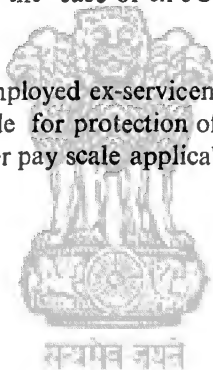
6.27 Short Service Commissioned Officers commissioned on or after 10th January, 1968,

who fall within the revised definition recommended by the Committee, should be permitted to count their full military service upto five years and 50% of service beyond five years for purposes of fixation of pay on re-employment, but not for seniority.

6.28 All ex-servicemen as per the definition recommended by the Committee should, on re-employment be permitted to count their total military service for grant of conveyance loan, housing loan, loans of other types, allotment of family accommodation and all other facilities the entitlement to which is based on the length of service.

6.29 In the case of permanent commissioned officers who take up second career jobs in organisations where Central Government rules on pay fixation are applicable, it is recommended that consideration may be given by the Central Government to a suitable enhancement in the exemptable limit of pension, which is now limited to Rs. 250 in the fixation of pay of retired officers on re-employment on the analogy of the full exemption of pensionary benefits permitted in the case of ex-JCOs and Other Ranks with effect from 25th January, 1983.

6.30 On promotion of a re-employed ex-serviceman to a higher post or grade, his new pay should be fixed so as to provide for protection of his previous basic pay as well as the grant of one increment in the higher pay scale applicable to the new post or grade.



CHAPTER VII

TRAINING FOR RESETTLEMENT

Existing Facilities for Junior Ranks at the Central Government Level

7.1 In the Defence Forces, there are a very large number of technical and non-technical tradesmen at the level of JCOs and jawans and their equivalents in the other two Services. While the technically qualified personnel are, to a considerable extent, able to secure jobs after retirement, the non-technical personnel, the majority of whom are from the Army, particularly the infantry, are less fortunate. Resettlement training has, therefore, been considered essential for many years, in order not only to equip them suitably for securing jobs after retirement but also for self employment. The Directorate General Resettlement has accordingly been conducting a number of training courses.

7.2 Training courses for JCOs and Other Ranks can be broadly divided into the following categories:

- (a) Agriculture and farm based training
- (b) Technical training
- (c) General courses/non-technical training
- (d) 'On-the-job' training
- (e) Banking courses
- (f) Special training for ex-servicemen

(g) Preparing Ex-servicemen for Self Employment (PEXSEM)

7.3 For pre-release training, the JCOs and Other Ranks are treated as on duty and they are not required to bear the cost of training, which is fully borne by the Government. In earlier years, training was limited to certain fields like agriculture and animal husbandry. Recently, a number of other subjects like television technology, repair of vehicles, bus and car driving, security and fire fighting etc. have been added to cover a large ground.

Industrial Training Institutes

7.4 A scheme was sanctioned by the Government of India in 1971 for the training of 1,000 retiring service personnel in various trades at all the Industrial Training Institutes in the Country. The choice of trade as well as that of the Industrial Training Institute in a State, is left to the discretion of the individual. The training is meant for non-technical personnel only. The duration of the training is 18 months—9 months while the individual is still in uniform, and another 9 months after he sheds it. The Kendriya Sainik Board had initially suggested to all the States to provide a monthly stipend of Rs. 125 per month to each of these trainees during the latter 9 months. Later on, the Board recommended that this be raised to Rs. 250 per month. Not all the States have accepted this recommendation. A few are paying less. The prevailing position is given below:

(a) The States and Union Territories of Assam, Bihar, Gujarat Haryana, Himachal Pradesh, Jammu and Kashmir, Karnataka, Maharashtra, Manipur, Orissa, Punjab, Rajasthan, Tamil Nadu, Uttar Pradesh, Chandigarh, Delhi and Pondicherry	Rs. 250 per trainee
(b) Andhra Pradesh, Kerala, Nagaland	Rs. 200 per trainee
(c) Tripura	Rs. 150 per trainee
(d) Arunachal Pradesh, Mizoram, West Bengal, Goa, Daman & Diu	Rs. 100 per trainee

On-the-Job Training (OJT)

7.5 In the light of the experience gained from pre-cum-post release training scheme, a new programme known as 'On-the-Job' training was introduced in 1979 on an experimental basis. Under this programme, serving personnel were deputed to five Ordnance Factories, the Prototype Development and Training Centres, Howrah and Madras, and the Madras Sappers Ex-Servicemen Rehabilitation Association, Bangalore for nine months of intensive

training in any one of the trades of fitter, turner, machinist, welder and carpenter. Later, the trade of moulder was also added. The training concluded with a trade test organised by the National Council for Training in Vocational Trades (NCTVT) and the successful candidates were awarded National Trade Certificates.

7.6 Encouraged by the success of this experiment, the Central Government approved on 10th April, 1980, a special 'On-the-Job' training scheme under which training facilities at various departmental undertakings and Public Sector Undertakings were made available to train a larger number of retiring servicemen during the last year of their service. Implementation of the scheme commenced on 1st March, 1981.

7.7 The salient features of the scheme are:—

(a) The training of 9 months duration is imparted while a person is still in service. The emphasis is on intensive practical training to aid in the development of specific skills for the appropriate trade.

(b) There are two training sessions every year, commencing on 1st May and 1st November.

(c) The ten trades of fitter, turner, machinist, welder (gas and electric), mechanic (motor vehicles), lineman, moulder, carpenter, plumber and book-binder have been included for this training. Selection of these trades has been made keeping in view the high employment potential for persons possessing these skills and the fact that training in them can be relatively easily acquired by persons even without a technical background. At the end of training, the National Council for Training in Vocational Trades (NCTVT) conducts a test and the successful candidates are awarded National Trade Certificates.

(d) The scheme is designed primarily for the benefit of Defence personnel educated upto the 8th standard who after successful completion of the training, can be absorbed in the vacancies reserved for Defence personnel in various Public Sector Undertakings. Special syllabi have been prepared for each of the ten trades to meet the job requirements.

7.8 The scheme envisages gradual expansion of the training facilities with the ultimate goal of training 10,000 persons every year.

Other Courses

7.9 There are also a very large number of other courses catering to the requirement of about 4,000 vacancies, in fields other than those covered under "On-the-Job" and Industrial Training Institute courses. All these are aimed at helping these personnel either to find a

suitable job, or to engage in modest self-employment. Recently, additional courses on repair of vehicles, armature winding, repair of domestic electrical appliances, television technology, repair of tractors and other agricultural machinery have also been included. Till 1982, there was some hesitation on the part of the unit commanders of the three Services in sparing men for such training. In order to ensure optimum utilisation of these vacancies, the Central Government in 1984 issued orders for the provision of reliefs for those personnel who were due to retire within a year, to enable them to undergo training. Unfortunately, the training vacancies were not fully utilised due to the jawans being unaware of these opportunities. Having joined service at a comparatively young age, the average jawan does not readily realise the stiff competition he will have to face in finding gainful civil employment after retirement. He, therefore, is in great need of guidance, advice and training during service. To this extent, the Service Headquarters need to counsel, educate and advise Defence personnel in the last two years of their service and emphasise the need for advance planning for a job after retirement.

Existing Facilities for Officers at the Central Level

7.10 Officers during the last year of their service are provided facilities to undergo short exposure courses of 4-6 weeks duration only. Some of these courses are in the field of hotel management, export management, business administration and so on. In the case of officers, the time spent on such training is not treated as duty, unlike the practice in the case of junior ranks. The officers, therefore, acquire training during leave. Officers themselves have to bear 40% of training fees, the rest being borne by the Central Government. Officers are also expected to make their own arrangements for boarding and lodging for the duration of the course. Such exposure courses are being conducted mostly in Delhi and in a few other large cities.

7.11 Non-technical officers from the three Services take advantage of these courses to a limited extent. With the introduction of the scheme of encashment of leave many officers are reluctant to forego the financial gains and hence do not opt for these courses. Overcoming logistical difficulties in arranging for boarding, lodging and local transport are other contributory factors towards their disinclination to join these courses.

Facilities Provided at the State Government Level

7.12 A few States have taken positive interest in providing training facilities to personnel recently retired from the Defence Forces. Some States have also introduced vocational training for the widows and children of deceased personnel. Some of the subjects covered are—printing technology, typing, stenography, cutting and sewing, handicrafts and carpet weaving. Very few States are running special training courses for ex-servicemen to train them in bus driving. Such courses, if introduced, are certain to help ex-servicemen to secure employment in the State Road Transport Corporations.

7.13 Even though finance is not a constraint at the State level the interest evinced by some of the State Governments, as reflected at the meetings of the Rajya Sainik Boards, appears to be insufficient. Since full data regarding utilisation of courses in the various States is not available, the usefulness or otherwise of such courses cannot precisely be determined at this stage.

Facilities Provided by Service Institutions

7.14 A number of Army Regimental Training Centres on their own, are providing resettlement training to the retiring personnel out of their private resources such as regimental funds. Resettlement training is provided in subjects like cottage industries, box and trunk making, soap making, poultry keeping, dairy farming, binding and in repairs of different kinds of domestic equipment. A few technical institutions and training centres are also conducting similar resettlement courses for the jawans.

Equation of Trades and Military Qualifications

7.15 The Directorate General Resettlement has equated a total of 211 military trades with the current civil trades as laid down by the Director General of Employment and Training. Of course, not all of these have been officially recognised by all the States, and employing organisations in the Country. The equation of military trades and qualifications with appropriate civil trades needs to be uniformly recognised by all Governments and organisations in order that these are given due weightage at the time an ex-serviceman is considered for a job. A few States unfortunately have not only not accepted the equation but have also raised a number of objections. Again due to comparatively poor publicity, the individual ex-serviceman himself is not aware of the equation of his military trade with that of the corresponding civil trade, and is thus unable to apply for an appropriate post or job. It is worth considering whether a special cell be constituted to consider and recommend the equation of military trades and qualifications to civil trades, and to accelerate the process of recognition of the equivalence by all concerned.

7.16 Within the Services, particularly in the Army, there is also a need to educate personnel in such a way, that before an individual is transferred to the pension establishment, he can at least pass the equivalent of 8th standard examination (Army Secondary School Certificate). The need for broader education encompassing general knowledge and current affairs must be recognised while prescribing the curriculum for the average soldier. The present concept of all military training being directed purely towards professional subjects needs to be modified to a certain extent, so that the soldiers can broaden their outlook.

Recommendations

7.17 Training opportunities for personnel due to retire within 18 months of their service should be enlarged. However, training an individual in specific skills or subjects which will help to resettle him after retirement ought to be a continuous process, particularly for the non-technical personnel in the three Services. The manner in which this objective should be achieved, and the question of providing specific financial assistance at regimental centres and formations, needs separate study.

7.18 Formal facilities for training officers with a view to better resettlement should be provided to a greater extent than is being done now. This may not be necessary if lateral induction is accepted as one of the primary means of filling up vacancies, particularly in non-technical fields.

7.19 Such institutions and training centres of the Army, Navy and Air Force as are in a position to carry out even limited resettlement training, should be assisted with finance and infrastructure to implement meaningful programmes. Formal recognition should also be accorded to such training.

7.20 Equation of military qualifications, trades, and professional experience with civil trades must be done on a continuous basis, so that the employment prospects can show considerable improvement. To ensure that these equations are up dated, they should be reviewed periodically and at regular intervals of say once in six months—by a Committee consisting representatives of the three Services, Director General Resettlement, Ministry of Defence, Ministry of Labour and the Department of Personnel. The State Governments should also automatically adopt these equations for the purposes of employment under the State Government and their Public Sector Undertakings.

सत्यमेव जयते

CHAPTER VIII

SELF EMPLOYMENT

Introduction

8.1 With the advent of industrialisation under the planned efforts for growth, the scope for self-employment opportunities has widened bringing within its fold a number of fields, previously unthought of. The establishment of large and medium industries to cater to the growth needs of the Country has paved the way for the establishment of a number of small and cottage types of feeder units which are ideally suited for self-employment ventures.

8.2 Though opportunities for self-employment are available in several fields it is chiefly industry, transportation, agriculture and allied activities and agencies which have attracted our ex-servicemen. However, owing to general lack of entrepreneurial training their efforts have not always been successful. The progress made, as well as the difficulties faced by them in their self-employment ventures in the four areas mentioned above are discussed in this chapter.

Industry

8.3 **Industrial plots and sheds.** One of the chief pre-requisites for starting any industry is a suitable site or shed where it can be located. The State Governments were, therefore, asked to allot to ex-servicemen industrial plots or sheds in the industrial complexes being developed by them. The number of such allocations provided for in different States is shown in Appendix 'Q'.

8.4 **Loans.** Entrepreneurs who wish to set up small scale industries are given financial assistance by the State Financial Corporations. The details of such assistance rendered to ex-servicemen entrepreneurs is shown in Appendix 'Q'. The nationalised banks, too, were approached for grant of loans to ex-servicemen, on concessional terms. The details may be seen at Appendix 'R'. In order to help ex-servicemen to avoid delays in starting their industrial units for want of finance, the banks were requested to consider the loan applications of serving personnel during the last year of their service before retirement on superannuation. This suggestion has been agreed to by some financial institutions.

8.5 **Subsidies on Interest.** Under this scheme, the interest on loans upto Rs. 50,000/- taken by ex-servicemen, for setting up small scale or agro-based industries is subsidised by the Rajya/Zila Sainik Boards out of their welfare funds (Amalgamated or State Special Funds). Ex-servicemen whose monthly income does not exceed Rs. 1500/- per month are also eligible for assistance under this scheme.

8.6 The rates of subsidy and the general conditions are as follows:—

(a) **For Loans upto Rs. 5000.** The interest liability of the ex-servicemen is limited to 4 % per annum, the remainder being subsidised.

(b) **For Loans above Rs. 5000 and upto Rs. 50,000.** The rate of interest payable by the entrepreneur is limited to 7 % and the remainder subsidised. The same subsidy is available for loans upto Rs. 1 lakh when taken by the ex-servicemen cooperatives. The conditions for availing this concession for the first three years are:—

(i) The subsidy is available for maximum period of three years.

(ii) The ex-serviceman is required to be regular in the payment of loan. He has to obtain from the bank a certificate showing payments made during the previous quarter alongwith interest due thereon to verify his regularity in payment.

8.7 The ceiling on loans for co-operatives is Rs. 1 lakh. Though the scheme was commended to all the States and Union Territories, it is observed that some of them have not even provided for this scheme in their respective budgets. The States which are implementing the scheme are Gujarat, Haryana, Himachal Pradesh, Jammu & Kashmir, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Tamil Nadu, Uttar Pradesh, West Bengal and the Union Territories of Andaman & Nicobar Islands, Chandigarh and Delhi. The scheme is being implemented only partly (in a modified form for limited categories) in Punjab and Rajasthan. In Orissa, no ex-serviceman is reported to have requested for a subsidy. The scheme is not being implemented in Manipur, Meghalaya and Tripura. No information has been received from other States.

8.8 **Subsidy for Units Run by Ex-servicemen.** The scheme of 5 % subsidy to small scale industrial units run by ex-servicemen has been liberalised. Under the new scheme, any item

supplied to the Ministry of Defence will be eligible for subsidy. The rate of subsidy has also been enhanced to 10%, subject to a ceiling limit of Rs. 50,000/- per year for the first three years.

Transportation

8.9 National Permits. The Ministry of Transport and Shipping vide their letter No. TGM (50).81 dated 22nd June, 1981 had issued instructions to all the State Governments to reserve 10% of the National Permits in favour of ex-servicemen. The Secretaries of the respective Rajya Sainik Boards are expected to follow this up with the State Governments and ensure that these instructions are implemented.

8.10 Disposal vehicles. An ex-serviceman can also receive discarded vehicles from the Army disposal stock. The Statewise position of allotment during the last three years (calendar yearwise) is at Appendix 'S'

8.11 Transportation of Coal. Under this scheme, which is a joint effort of the Ministry of Energy and the Ministry of Defence some ex-servicemen transport companies have been started in different coalfields under Coal India Ltd. for the transportation of coal from the pit heads to railway sidings and washeries. So far, four such companies have been started in CCL Ranchi, four in BCCL Dhanbad, two in DVC in Chandrapura, two in ECL at Asansol, and two in WCL in Nagpur. More such companies are likely to be started in other areas under the aegis of Coal India Ltd.

Agriculture

8.12 Allotment of Tractors. For agricultural purposes Massey Ferguson tractors are allotted to ex-servicemen and Defence Service personnel on a regular basis. The Statewise allotment during the last three calendar years is at Appendix 'T'.

Agencies

8.13 Jai Jawan Stalls. All States were requested to earmark sites for Jai Jawan Stalls. The response of the State Governments may be seen at Appendix 'U'.

8.14 Milk Vending Booths. The milk vending booths of the Mother Dairy in Delhi are manned by ex-service personnel. There are 300 such booths in Delhi. The Delhi Milk Supply Scheme has also appointed 30 ex-servicemen as concessionaires at their milk vending booths.

8.15 Fertiliser Agencies. The Fertiliser Corporation of India, Hindustan Fertilizer Corporation, Rashtriya Chemical Fertilizers and National Fertilizers Limited have reserved 15% of their fertilizer agencies for allotment to ex-servicemen.

8.16 Petroleum Products. Following the 1971 War, most of the war widows were

rendered assistance in establishing cooking gas retail outlets. Earlier, disabled ex-servicemen were allotted kerosene oil retail outlets. Unfortunately, however, efforts to work out a similar scheme in respect of petroleum products, including petrol and diesel pumps, have not been successful. The Ministry of Defence is actively pursuing this case with the Ministry of Petroleum & Chemicals in order to hammer out a favourable solution. Such a scheme would go a long way in resettling a large number of ex-servicemen, widows, as well as other deserving cases.

Ex-Servicemen Corporations

8.17 Punjab and Himachal Pradesh were the first to establish Ex-Servicemen Corporations to assist needy and deserving ex-servicemen in self-employment ventures and other such efforts. More recently, the Government of Maharashtra is understood to have taken a decision to establish a similar Corporation. Apart from arranging for all the necessary inputs, including finance in the shape of margin money, and acting as a recommendatory agency in respect of other financial institutions, the two ex-servicemen Corporations have broken new ground in resettling ex-servicemen in their own States. For instance, the Himachal Pradesh Corporation has established a transport society in Bilaspur District. The Corporation has taken up the responsibility for the security arrangements in State owned installations. In 1983, the Chief of Army Staff had written to the Chief Ministers suggesting establishment of similar corporations in their States. However, the response to this suggestion has been very luke-warm.

8.18 The establishment of an Apex body at the Centre, called the National Ex-Servicemen Corporation, merits consideration. The establishment of this Corporation could also be included in the proposed National Ex-Servicemen Resettlement Act to give this organisation statutory backing. The proposed Corporation, with an initial grant of about Rs. 100 crores spread over a period of five years, could take on major tasks relating to the self-employment ventures of ex-servicemen; liaison and coordination with other organisations in the Country, as well as with the Central and State financial institutions, could also be undertaken by such a Corporation. The Corporation could also identify appropriate institutions and organisations for imparting necessary entrepreneurial training to ex-servicemen. Such a lead by the Central Government would go a long way in motivating the State Governments, especially those which have large concentrations for their benefit. This subject is dealt with in greater detail in Chapter X "The Seventh Five Year Plan and Ex-Servicemen".

Problems of Ex-Servicemen in Self Employment

8.19 Although a number of ex-servicemen of various ranks are generally interested in self-employment schemes, there are various factors which dissuade most of them from actually resorting to them. Lack of entrepreneurial training and expertise, the absence of

the essential where-withal and the non-existence of an institution to help them as a group, have made self-employment schemes a gamble on which ex-servicemen are diffident about risking their paltry savings. If these hurdles are removed, given their basic military discipline, our ex-servicemen will be far more successful in their self-employment ventures than they are now. As the situation exists today, there is virtually no agency that an ex-serviceman can turn to with confidence that will assist him in the detailed planning and financing of his scheme. All that is available now are some elementary training courses in poultry keeping, tractor repair, television repair, electrical repairs and motor winding, and similar other petty industries. Both in scope and total number, these schemes are somewhat restricted.

8.20 During the recent Kendriya Sainik Board meeting held in 1982, the then Raksha Mantri had recommended that ex-servicemen are best suited for ancillary industries for various Defence Production units in the Country. Having put in 15 or more years of service in the Armed Forces, they are not only, aware of the extremely rigid standards of quality control applied by the Defence Services, but are also in a better position to appreciate the importance of, and the need for, such ancillary products. However, the present procedures governing the establishment of ancillary units, and the supply of the end products to the Defence industry, certainly makes such ventures avoidably difficult for ex-servicemen to undertake. If these procedures are relaxed, and technical advice and financial support extended, this could be yet another avenue of self employment for ex-servicemen.

Recommendations

8.21 Ex-Servicemen entrepreneurs are clearly in need of both financial and technical assistance. The lack of such assistance is the major factor deterring large numbers of ex-servicemen from joining the ranks of the self-employed. The establishment of a National Ex-Servicemen Financial Corporation at the Centre, similar to those functioning in Punjab and Himachal Pradesh and being set up in Maharashtra, is an urgent need. The proposed Corporation should be entrusted with all activities relating to the self-employment of ex-servicemen. The details of this scheme are presented in Chapter X where a proposal for integrating ex servicemen in the Seventh Five Year Plan, has been discussed at length, and financial allocations proposed.

8.22 Utilising modern data processing methods, it would be possible to ascertain as much as three years in advance whether a serviceman, due to retire from service, wishes to involve himself in a self-employment venture. Having done so, the proposed Corporation could ensure suitable training/additional training to help him start venture during the last 18 months of his service. All other assistance needed can then be rendered by this Corporation soon after his retirement.

8.23 There is also a need for statutory reservations both at the Centre and State Government levels to help ex-servicemen in self-employment schemes. Presently, in a

0 0 1 1 0

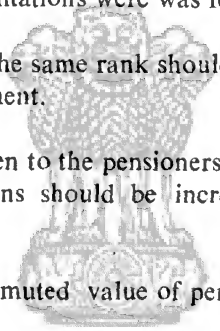


CHAPTER IX

PENSION STRUCTURE

Introduction

9.1 As indicated earlier, the terms of reference of the High Level Committee did not include Defence pensions. However, when the Members of the Committee visited the States, the problems relating to pension were given top priority in the representations given by ex-servicemen. The Committee also received a number of representations from ex-servicemen organisations as also individuals of all the three Services on this issue. The major points raised in these representations were as follows:—

- 
- (a) All the pensioners of the same rank should be given the same pension irrespective of their date of retirement.
- (b) The periodic relief given to the pensioners should be linked with the cost of living index and the pensions should be increased automatically when the price index increases.
- (c) Restoration of the commuted value of pensions on completion of the commuted period.
- (d) The efficiency of CDA (Pensions) office should be improved and that the inordinate delay in the sanction and disbursement of pension could be curtailed and the pensioners would be assured of getting their pensions every month in time.
- (e) The pre 1.1.64 widows of pensioners are not entitled for any family pension.

However, based on Kendriya Sainik Board recommendations in 1981, some States are paying a sum of Rs. 50/— as financial assistance of which Rs. 25/— is being paid by the Centre and the other half by the States, though it is not uniform in all States and UTs. In 1983, a proposal for increasing this amount to Rs. 100/— was made and one or two States are making payments. But it has been represented that these widows approximately 25,000 in the Country, should be paid minimum family pension.

9.2 Since these different points on pensions were invariably raised by all the ex-servicemen, the Committee was fully convinced that this is an important issue vitally affecting the ex-servicemen. The problems with regard to pension raised by the ex-servicemen were discussed in detail in a number of meetings and the Committee decided to examine all the aspects of the pension structure of Defence personnel and place before the Government concrete recommendations on the subject.

Structure of Pension of Armed Forces Pensioners

9.3 The main question regarding the structure of Defence pensions, the linking of Defence pensions with the cost of living index, the feasibility of giving one pension for one rank irrespective of the date of retirement, the restoration of commuted value of pension, the functioning of the office of the Controller of Defence Accounts (Pensions) Allahabad, the recommendations of the Guidance Committee on Defence pensions regarding the sanctioning, distribution and accounting of pension and the necessity for simplifying and modernising the procedure for sanctioning and disbursement of Defence pensions in the light of increasing number of pensioners year after year were discussed in great detail in different meetings of the Committee. The Adjutant General, Army Headquarters, Lt Gen K Balaram, PVSM gave a presentation before the Committee on behalf of the three Services highlighting the unique features of the Defence pensions vis-a-vis civil pensions and explaining before the Committee the stand taken by the Service Headquarters in their Memorandum to the Fourth Pay Commission on this subject. These aspects are given in the succeeding paragraphs.

Consideration by the Fourth Pay Commission of Pensions

9.4 During the meetings, the Committee was able to study the inter-se relationship between the pay and pension for the past many years. Whereas pay of serving personnel of the Armed Forces had increased several times, proportionate increases in pension had not been forthcoming. To highlight this aspect, certain tables indicating the relative increases between pay and pension are placed at Appendix 'V'.

9.5 The First, Second and Third Pay Commissions did not consider the pension of Government servants who had already retired, since this was not included in their terms

of reference. The terms of reference of the Fourth Pay Commission also do not include the subject of pension of Government servants already retired. However, the Fourth Pay Commission will be considering the question of pension in respect of those who are in service at present and are yet to retire. As per a recent judgement of the Supreme Court, any liberalisation of pension has to be made available to all pensioners irrespective of their date of retirement. In view of this, the Committee would recommend that the pension policy for the future and past pensions may be examined by the Fourth Pay Commission with a view to arrive at a proper pension structure for all the pensioners. An amendment of the terms of the Fourth Central Pay Commission would, therefore, appear to be necessary.

One rank one pension

9.6 Ex-servicemen throughout the Country have raised this point very emphatically. They are of the view that a Defence Forces pensioner irrespective of the date of his retirement should get the same pension as another pensioner who retired later for the same rank and same length of service. Whenever pensions are revised the same should be applicable automatically and with prospective effect to existing pensioners. Similarly, other kinds of pensions like family pension, special family pension, widows pension and so on, whenever revised should again be automatically applicable to older cases. In the light of the principle which has been already established with respect to the pensions of High Court and Supreme Court Judges, this proposal is indeed worth consideration.

Relief to pensioners

9.7 Defence pensioners throughout the Country have raised this point. Basically, relief on pay or pension is granted with a view to neutralise the increase in the cost of living based on the 8 point cost of living index calculated by the concerned authorities. Though there is no doubt that the cost of living in the Country affects everyone, the pensioners are now being given only 50% of relief based on the pension amount. This in fact amounts to about 25% of relief when compared to the serving personnel. Therefore, the pensioners suggested that reliefs of cost of living index must be reviewed periodically. Having considered the matter, the Committee felt that the Government may consider the question of appointing a permanent standing committee for inter-relating the cost of living index to pensions. This standing committee could give its award every two years. During the interim period, reliefs to pensioners may be sanctioned every six months to the same extent as is given to the serving personnel with respect to their pay.

Restoration of Commuted Value of Pensions

9.8 At present 11 States have already acceded to a request of pensioners of these States in restoring the commuted value of pensions. While some States are restoring this amount

on completion of number of years after retirement, say 15 years, some other States restore the commuted portion after the pensioner attains the age of 70. This point has also been raised earlier by the ex-servicemen. However, service personnel particularly the junior ranks retire earlier and therefore, restoration of commuted value after given number of years does not seem correct. Therefore, it is worth considering that irrespective of rank, Defence Forces pensioners may be restored the commuted value on reaching the age of 65 years or on completion of commutation period whichever is later.

Office of the Controller of Defence Accounts (Pensions), Allahabad.

9.9 The Office of the Controller of Defence Accounts (Pensions) Allahabad which started functioning at Allahabad in 1947 is the controlling office in respect of all pensioners of the Defence Forces and Defence Civilians. In the past few years and more recently ex-servicemen have complained that this office is not efficient enough and that correspondence with this office rarely brings forth a prompt response. Widows of pensioners have reported that their claims of family pensions are unduly delayed for a number of years. Other complaints of similar nature have also been brought to the notice of High Level Committee.

9.10 Over the years, the workload in this office has increased several fold. In order to give an idea of essential details about this office, a brief on Controller of Defence Accounts (Pensions), Allahabad is enclosed at Appendix 'W'. It will be seen from this Appendix that the strength of defence pensioners has increased to a figure of 15 lakhs and the budgeted expenditure on pension for 1984-85 is about Rs. 600 crores. Every year about one lakh pensioners including civilians paid from Defence estimates are being added. Thus this office is not really in a position to carry out centralised work for a number of reasons.

9.11 The Committee felt it appropriate to visit the office of Controller of Defence Accounts (Pensions), Allahabad for first-hand knowledge regarding the complaints as also the procedures and working conditions of that office. The Committee visited this office at Allahabad on 26th September 1984. Some recommendations pertaining to this office based on the visit are included in the recommendations that follow.

Recommendations

9.12 The Committee recommends that the pension policy for the future and past pensions may be examined by the Fourth Pay Commission with a view to arrive at a proper pension structure for all the pensioners. Hence an amendment to the terms of the Fourth Central Pay Commission to this extent is recommended by the Committee.

9.13. Regarding rank for rank pension and grant of increased pension whenever it is revised for old pensioners, the Committee requests the Government to consider this matter

particularly in the light of the principle which has been established regarding the pensions of Judges of the Supreme Court and High Courts.

9.14 The Committee recommends that the Government may consider the question of appointing a permanent standing committee for inter-relating the cost of living index to the pensions. This Committee could give its award every two years. During the interim period, reliefs to pensioners may be sanctioned every six months to the same extent as is given to the serving persons with respect to their pay.

9.15 The Committee recommends that the Government may consider the restoration of commuted value of pension to Defence pensioners on reaching the age of 65 years or on completion of the commutation period whichever is later. While considering this aspect, extension of such restoration may be considered for all Central Government pensioners.

9.16 The Committee recommends that the Government should immediately look into and re-arrange the work of sanctioning of pension of Service personnel by making use of the Record Offices of Army, Navy and Air Force. This may be done with effect from 1st April, 1985. The Pay and Accounts Offices located alongwith the Record Offices may be given the responsibility of sanctioning pensions. Controller General of Defence Accounts may be directed to identify those items of work which can be better managed by one overall controlling unit and keep that in Allahabad so that the existing office at Allahabad is not materially disturbed.

9.17 The Committee recommends that the Government should take immediate steps in consultation with the Controller General of Defence Accounts to simplify the procedure for sanction and disbursement of pensions. The entire work relating to pensions has to be handled by making use of modern methods of management, accounting and record keeping with a view to improve efficiency and avoid delay.

9.18 Government should take immediate steps for providing proper facilities to the office at Allahabad with a view to improving the working conditions, security and safety of records which are preserved there. The housing scheme for the staff employed in that office should also be considered immediately on priority basis.

9.19 The Committee recommends that widows of pensioners who retired prior to 1st January 1964 be made eligible for pension, instead of relief. Government may consider granting them immediately the minimum family pension i.e. Rs. 150 per month pending decision on the recommendation of similar pension to similar ranks being extending to this category also.

CHAPTER X

SEVENTH FIVE YEAR PLAN AND EX-SERVICEMEN

Introduction

10.1 In the earlier Five Year Plans, no funds had been specifically allotted from the total outlay for any resettlement programmes for ex-servicemen. Therefore, Centre or the States could not provide resources for capital expenditure for creating necessary infrastructure for self-employment schemes, training and welfare activities for the entitled category of ex-servicemen and their dependents except small amounts made available from the welfare funds at the disposal of the Kendriya Sainik Board and Rajya Sainik Boards. The Committee unanimously felt that there is need for capital expenditure on the projects considered necessary for resettlement and welfare of ex-servicemen and other entitled categories during the Seventh Five Year Plan both at the Central and State levels. In the past, resettlement activities have received low priority due to lack of funds. This has resulted in a big backlog of nearly 3 lakh ex-servicemen registered with various Sainik Boards for employment assistance and many more looking for self-employment ventures.

Proposed Programmes for Seventh Five Year Plan for Ex-Servicemen

10.2 In order to increase the productivity and harness the talent of ex-servicemen there is a need to provide greater thrust on self-employment for the ex-servicemen and create facilities for vocational training and provide essential welfare measures. At present, this approach suffers due to lack of availability of funds, cumbersome procedures and undue delays in obtaining credit facilities. The areas identified for allocation of resources under Plan expenditure are:—

- (a) Ex-Servicemen State Financial Corporations

- (b) Ex-Servicemen Industrial Development Corporations
- (c) Vocational Training Institutes/Centres
- (d) Welfare Schemes/Projects
- (e) Other Schemes for resettlement of ex-servicemen

Ex-Servicemen State Financial Corporations

10.3 The ex-servicemen are unable to obtain credit from the existing financial institutions due to their inability to raise the margin money. Therefore, there is a need to have an ex-servicemen corporation in each State to carry out the following functions:—

- (a) To plan, promote and undertake programmes for self-employment of ex-servicemen
- (b) To provide financial assistance as loan upto 15 % of project cost by way of margin money.
- (c) To give interest subsidy as per the rules.
- (d) To assist the ex-servicemen in preparation of project reports and obtain balance of loan from credit institutions.
- (e) To guarantee loans taken by the ex-servicemen or their organisations.

10.4 The funds need to be provided in the State Plans for promotion of self-employment ventures, loans, subsidy, construction of buildings and establishment for the Corporation. The funds for this purpose should be provided in State plans at the scale of Rs. 100 per ex-serviceman i.e., if a State has an ex-servicemen population of 5 lakhs, the funds provided should be Rs. 5 crores. The funds may be created on the basis of 50 % matching assistance to the States and Union Territories by the Central Government and 50 % to be met by the State Governments. Considering the ex-servicemen population as 44 lakhs, Centre should provide Rs. 22 crores. In addition another Rs. 10 crores would be required for construction of the Corporation Office building and establishment which may also be shared on the basis of 50:50. Thus the total Central expenditure would come to Rs. 27 crores. Similar amount should be provided by the States and Union Territories on their ex-servicemen population.

Ex-Servicemen Industrial Development Corporation

10.5 There is also a need for setting up Central Ex-Servicemen Industrial Development

Corporation with the holding units located at Delhi and subsidiaries as productive units in different States. Some of the items of Defence needs such as atta, hydrogenated oil, tinned vegetables/fruits and rum are proposed to be produced in these industries. Since the products will be supplied primarily to Defence department, a captive market can be ensured. The exact number of units to be set up will be worked out depending on the requirement of Defence Services and availability of raw materials and other relevant factors. It is estimated that a sum of Rs. 50 crores would be required for setting up the production units in the Seventh Five Year Plan. This amount should also be shared on 50:50 basis by the Centre and States.

Vocational Training Centres

10.6 There is a need to have vocational training centres for ex-servicemen so that they can take up jobs with new/expanding modern industries like electronics, production of instruments, machine tools etc., so that as the industries expand or new units are established, trained hands are readily available. Every State should identify the industries which are likely to be established or need expansion during the Seventh Five Year Plan and set up vocational training centres in areas which have higher concentration of ex-servicemen so that pre-release training in the last year of service can be provided and on retirement they can be readily absorbed as trained hands in these industries.

10.7 The new vocational training centres will require buildings and provision of equipment, raw material and establishment. In selected cases, the existing infrastructure of vocational training centres can be expanded and utilised. The exact requirement of vocational centres can only be worked out by the States depending on their requirements and existing facilities. Plan expenditure of Rs. 5 crores should be earmarked for providing Centre's share on 50:50 basis for creating infrastructure for training of ex-servicemen, widows and their dependents for absorption in the civil vocations.

Welfare Schemes and Projects

10.8 There are a large number of ex-servicemen who visit district headquarters and Sainik Boards to draw their pension, seek employment, to get self-employment assistance, settle land disputes, attend to court cases and get medical treatment. These ex-servicemen, widows and their wards often have to stay overnight to sort out their problems. Generally, they face difficulty in getting accommodation at rates which they can afford. Hostel facilities for dependents of ex-servicemen are also very limited. There is, therefore, a need to build sainik rest houses, boys and girls hostels for education of wards of ex-servicemen and those killed in action, died in harness or after retirement. Additional wards in civil and military hospitals need to be provided for medical treatment of ex-servicemen, their dependents and widows at each district headquarters where such medical facilities exist. Keeping the above

requirements in view, the following funds should be allocated on 50:50 basis between Centre and the States for capital expenditure to create these facilities:—

	Total Plan Provision (Rupees in crores)
(a) Sainik Rest Houses, 200 at a cost of Rs. 15 lakhs	30
(b) Hospital wards 200 at a cost of Rs. 10 lakhs each	20
(c) Boys and Girls Hostels—one hostel for one lakh population of ex-servicemen at a cost of Rs. 20 lakh—44 hostels	8.8
	<hr/>
Total:	58.8
	<hr/>
	or say 59 crores

Additional Central/Sainik Schools

10.9 Ex-servicemen face a great difficulty in getting admission for their children in local schools as during their service career they are mostly posted in far-flung border areas, away from their home States. The existing Sainik Schools do not have sufficient capacity even for taking all the children of the serving personnel. The ex-servicemen children fall in the last priority category and can rarely avail this educational facility. It is, therefore, recommended that Centre should set up additional Central Sainik Schools or Centrally sponsored schools in various States at the scale of one school for one lakh population of ex-servicemen at a cost of Rs. 50 lakhs per school. Total expenditure on this account would, therefore, come to about Rs. 22 crores. But sharing of expenditure should be 25 % by Centre and 75 % by States.

Old Age Homes

10.10 With the rise in expectancy of life and the breaking up of the joint family system together with rapid increase in living cost, the old pensioners remain neglected and lead a miserable existence. To assist this category of personnel, it is recommended that during the Seventh Five Year Plan, old age homes may be constructed in the areas which have larger concentration of ex-servicemen population at the scale of one old age home for the population of one lakh ex-servicemen, with a capacity of 200 inmates. Such infrastructure may be constructed at a cost of Rs. 50 lakhs. The total amount is likely to cost Rs. 22 crores. This expenditure should be shared at 50:50 basis between the Centre and the States.

Other Schemes for Resettlement of Ex-servicemen

10.11 In order to provide large employment and self-employment opportunities to the ex-servicemen, there is a need to make specific provision of funds for ex-servicemen cooperatives and assistance for those who may participate in various development programmes during the Seventh Five Year Plan. Some of the areas where ex-servicemen can be more usefully employed by virtue of their military training, good physical health and organisational ability are contained in the succeeding paragraphs.

10.12. **Inclusion of Ex-servicemen under Integrated Rural Development Programme (IRDP).** The Integrated Rural Development Programme was started in the Sixth Five Year Plan in all the rural blocks in the Country. Under the scheme, persons below the poverty line, i.e. those whose annual family income is less than Rs. 3,500/- per annum are included. This scheme covers all the sectors of rural economy. At present, this scheme hardly includes ex-servicemen as they draw pension which is marginally more than Rs. 3,500/- per annum. Therefore, they are not eligible to avail the benefits of this scheme. Since the ex-servicemen retire at a very young age, it is suggested that ex-servicemen below commissioned rank may be included as a special category in the target group. Under this programme, the capital cost of production assistance is subsidised to the maximum limit of Rs. 3,000/- by way of subsidy for small and marginal farmers, agricultural labourers and rural artisans and Rs. 5,000 for tribals. It is proposed to provide assistance to about 20,000 ex-servicemen every year under this programme. On an average, a subsidy of Rs. 5,000/- per ex-serviceman family will cost Rs. 10 crores per year. It should be shared on 50:50 basis by the Centre and State Governments. Thus, the total expenditure for Seventh Five Year Plan period would be Rs. 50 crores.

10.13. **Livestock Production Programme.** The Ministry of Rural Development, Government of India, is running several centrally sponsored programmes in all the States and Union Territories which help certain target groups comprising small farmers, marginal farmers, landless labourers, rural artisans, scheduled castes and scheduled tribes and those who are below the poverty line. The beneficiaries under these programmes are those whose total income does not exceed Rs. 3,500/- from all sources. Most of the ex-servicemen getting pension do not fall in the target group and as such remain deprived of the benefits under the various programmes sponsored by the Central Government. Centrally sponsored programmes of rural development like dairying, poultry, piggery, sheep and goat rearing can be taken up by ex-servicemen as rehabilitation measure if they are also given assistance under these programmes. Under Livestock programme the ex-servicemen below officer rank should be included as a separate category in the target group and extended all the facilities admissible to other entitled categories.

10.14. **Inclusion of Ex-servicemen in the Ravine Area Development in Madhya Pradesh, Rajasthan and Uttar Pradesh.** The Working Group Report of Ministry of Agriculture on Ravine Reclamation and Development in drought prone area of Rajasthan has recommended centrally sponsored scheme for ravine reclamation with 100% financial assistance

from Centre comprising 50% grant and 50% loan during the Seventh Five Year Plan period. The total cost of the scheme is Rs. 81 crores for treating 1.65 hectares of land. It is suggested that in the programme of ravine reclamation, Ministry of Agriculture should actively associate ex-servicemen primarily belonging to Madhya Pradesh, Rajasthan and Uttar Pradesh. For this purpose, Task Forces of ex-servicemen should be constituted. It is further proposed that the State Governments should settle those ex-servicemen in their States who are engaged in the development of these areas. For this purpose a sum of Rs. 15 crores may be provided to 6,000 ex-servicemen families at the scale of Rs. 25,000/- per family.

10.15 Preparing Ex-servicemen for Self Employment (PEXSEM). A scheme called PEXSEM—preparing ex-servicemen for self employment was launched by the Central Government as a pilot project, in six districts for a two year period, i.e. 1983-84 and 1984-85. The scheme has shown good promise. This scheme is framed on the pattern of training of rural youth for self employment (TRYSEM) which is being run by Ministry of Rural Development as a centrally sponsored scheme. It is proposed to extend this scheme throughout the Country during the Seventh Five Year Plan in 60 districts having concentration of ex-servicemen. A sum of Rs. 10 crores will be required during the Seventh Five Year Plan. For this scheme, in which a major change will be its implementation as centrally sponsored scheme as against the central scheme now and the expenditure will be shared on 50:50 basis by the Centre and the States.

10.16 Fisheries Development. All schemes for the development of fisheries should include ex-servicemen also. The inland fishing will require provision for machinery and equipment, construction and development of ponds and pools in various States where fish breeding is possible. Since fishing is generally carried out in rural areas, provision should be made in the State plans under Integrated Rural Development Project. Ministry of Agriculture who is responsible for the development of this programme, should make provision for Central assistance in their plan. In respect of deep sea fishing which is mainly carried out in the States touching the sea like Andhra Pradesh, Gujarat, Karnataka, Kerala, Maharashtra, Tamil Nadu, Orissa and West Bengal, ex-servicemen co-operative societies should be formed in these States. Fishing machinery and equipment like trawlers or fishing vessels for operation in deep sea may be provided. Provision of funds should be on 50:50 basis between the Centre and States.

10.17 Ecological and Environment Conservation. In the Seventh Five Year Plan emphasis has been laid on the need to conserve natural resources and environmental qualities to prevent damage to fragile and irreplaceable ecological system. The ex-servicemen living in hill areas, desert areas of Rajasthan, along the sea coast and the rivers should be encouraged to undertake development of these areas by providing rehabilitation loans and grants. This will not only help the development of the area but will also help in the utilisation of resources for increase in productivity. Separate allocation of funds is, therefore, required in all environmental and ecological programmes, framed by Centre and the States.

Recommendations

10.18 The activities and areas for the benefit of ex-servicemen given in this chapter require Plan outlay to the extent of Rs. 170 crores at the Central Government level and Rs. 180 crores at the State Governments level. This proposed amount is also related to the ex-servicemen population in the Country to the extent known. The breakdown of the total amount suggested is as under:

	<i>Centre</i> (Rupees in crores)	<i>States</i> (Rupees in crores)
(a) Ex-servicemen Financial Corporations in various States	27	27
(b) Ex-servicemen Industrial Development Corporation	25	25
(c) Vocational training	5	5
(d) Welfare schemes/projects e.g. hostels and medical facilities	29.5	29.5
(e) Additional schooling facilities	5.5	16.5
(f) Old Age Homes	11	11
(g) Other Schemes (paras 10:11 to 10:17)	67	66
Total	170	180

10.19 The allocation of above funds is to be spread over a period of five years of the Seventh Five Year Plan. The annual plan allocation for the proposed scheme amounts to about Rs. 34 crores for the Centre and Rs. 36 crores for the States. The States should be advised to make provisions from the very first year of the Plan. As is done for other activities, 15% may be provided in the first year, 25% in the second and so on for subsequent years of the Plan. This amount is a very small percentage considering that Seventh Five Year Plan envisages an expenditure of Rs. 3,20,000 crores. The above proposals for planned resettlement of ex-servicemen should be referred to the Planning Commission for inclusion in the Seventh Five Year Plan.

CHAPTER XI

CODE OF CONDUCT

Introduction

11.1 Under the terms of reference, the Committee is to review the work done so far for the rehabilitation, resettlement and welfare of the ex-servicemen and suggest to Government additional measures and make suitable recommendations. During the field visits by the four Sub Committees and discussions, apart from the problems of securing suitable re-employment and the strict implementation of the provisions relating to reservations, the widely held feeling amongst the ex-servicemen that they do not have a "proper place in the Society" was effectively and emphatically articulated. This sense of alienation and of "not belonging" as also the impression that during their tenure in the Armed Forces, the milieu of the society in which they had grown up has undergone a sea change were visible in all the States and Union Territories. Numerous individual experiences were related to impress upon the Committee the feeling that when they go to Government Offices, they do not get the respect and sympathy due to them or receive proper and sympathetic treatment from the local Government functionaries. There were frequent complaints that they were driven from 'pillar to post' for getting anything effective done relating to their land, house, admission of children, medical facilities, etc.

11.2 On the other hand, during discussions in some of the States, it was reported that a few ex-servicemen have not conducted themselves properly and were reported to be involved in anti-national and in anti-social activities and also tended to misuse their privileges.

11.3 In this background, to go into this question in all its aspects and suggest a suitable code of conduct for and by the ex-servicemen in the interests of the Nation, a Sub

Committee was constituted. The following paragraphs are based on the findings and recommendations of this Sub committee.

11.4 There are several factors contributing to the wide spread sense of frustration and feeling of alienation among ex-servicemen. Firstly, after Independence, the system of administration and its goals as also the values in our society have changed significantly. During the British rule, the administration was mainly law and order oriented. Under an alien Government, the administration had a vested interest in keeping the Defence Forces fully contented. Further, at that stage the ex-servicemen were in manageable numbers. After Independence, the civil administration, especially at the district level, headed by the Collector had changed its orientation. The emphasis was no longer on revenue collection and policing but on economic and rural development with special attention being paid to programmes that would benefit the weaker sections of the society. Following significant changes in the political and socio-economic set up, a jawan who had joined the Army in the 60s and 70s finds the situation in his home/town/village entirely different on his return after serving for 15 to 20 years in the Defence Forces.

11.5 Secondly, with the rapid growth in population, the pressure on the available arable land has increased tremendously. Almost all the State Governments had necessarily to take cognizance of this fact and a number of progressive land legislations protecting the cultivators as against the "land lords" have been enacted. In fact, in a number of States, the ex-servicemen have had to reconcile themselves to the fact that during their absence, their lands could have been vested in the tenants through governmental action or even acquired by the Government. With arable land becoming scarcer and the requirements of the economically and socially weaker section getting a high priority in contrast to the situation prevailing till 1947, the ex-servicemen find it almost impossible to get any land assigned to them. In a rural agrarian setting without a "link with the land", the ex-serviceman naturally feels frustrated and insecure.

11.6 Thirdly, due to the spiralling inflation, the ex-serviceman finds that as the years pass by, the pension becomes increasingly inadequate to meet his basic needs and requirements. He has to necessarily look for a means of livelihood to meet his obligations. This financial instability coupled with his lack of preparation for living in a society which itself is going through a transformation, puts him 'out of tune' with his surroundings.

11.7 While in service, the way of life and the ethos are such that no initiative is needed from him for getting things for himself. All his needs are taken care of by the Services. After becoming accustomed to this way of life for about 15 to 20 years, on retirement, he is thrown back into a competitive and acquisitive society which itself is in the throes of a socio-economic transformation. Suddenly, he finds nobody to whom he can look up to for help and sympathy. The "protective umbrella" to which he was accustomed having disappeared, he has to find his own way, as best as he can, without proper guidance and assistance. In such a setting, the possibilities of his being misled and exploited are manifold.

11.8 The following are a few instances which indicate the genuine difficulties which ex-servicemen face on retirement:—

- (a) Poor response from Controller of Defence Accounts (Pensions), Accounts Office, Record Offices and various Government offices pertaining to their financial claims and settlement as also finding avenues for re-employment.
- (b) Lack of prompt and suitable action by various Government organisations and offices.
- (c) Inability to get their houses vacated for self-occupation.
- (d) The problems of second career jobs, (though this has been included in a separate chapter), continued non-availability of a suitable job adds to his frustration, resulting in a feeling of neglect and alienation.
- (e) Numerous difficulties in the self-employment field like permits, licences, allotment of land/shed, financial assistance, proper advice and guidance etc.
- (f) Difficulties in the recruitment of their wards and relatives in the Armed Forces.
- (g) Inadequacy in medical treatment.
- (h) Grievances and problems at the district level like land cases, police cases and indifferent quality of work at the Zila Sainik Boards in some cases.
- (i) Problems for securing supplies of scarce items like cement, fertilisers etc to meet genuine requirements.

Code of conduct

11.9 This enumeration highlights the keenly felt need for closer attention to the problems of ex-servicemen at the State Government and district levels. Even though instructions/guidelines about treatment for ex-servicemen, and according priority to their needs are existing, a complaint is often voiced that in the practice they are not being adequately followed. A number of useful steps can be taken to see that ex-servicemen who retire are spared the feeling of being forlorn or having been abandoned. Such measures need not necessarily involve much financial commitments to the Government as these relate more to a change in attitudes. If the Chief Minister of a State takes genuine interest in ex-servicemen, makes it a point to meet them whenever and wherever he goes on tours and listens to their grievances, it would have an electrifying effect on the morale of the ex-servicemen. Other Ministers in States will follow the lead given by the Chief Minister. The Collectors

and the Heads of Departments will also begin to take more interest in solving the problems of ex-servicemen.

11.10 Similarly, the Collector as the head of the District should make it a point to meet ex-servicemen when he visits villages. He should set apart some time to speak to them, especially to gallantry award winners, widows and disabled ex-servicemen and understand their problems. Despite the heavy and competing demands on his time, the Collector should be more accessible. If he could set apart a day in the fortnight to make himself available to meet ex-servicemen, this would go a long way to raise the self-esteem of ex-servicemen. In a district setting, the Collector's attitude and patronage mean a lot. As the Chairman of the Zila Sainik Board, the Collector must ensure that he holds meetings at least once a quarter as laid down. In practice, this means that Secretary, Zila Sainik Board should be far more active: he must enjoy the confidence of the Collector, have easy access, and should accompany the Collector on tours. It is also recommended that the National Academy of Administration at Mussoorie, all IAS trainees are given lectures on their responsibilities towards the ex-servicemen while working in Sub-Divisions and Districts.

11.11 The practice of Chief Ministers and Collectors holding Sainik Sammelans for ex-servicemen should be revived. Ex-servicemen rallies should be held periodically, say once in six months, and should be attended by Ministers and representatives of the Services. The policy letter on ex-servicemen rallies to be held at the State and District levels issued by Kendriya Sainik Board should be taken as the guideline.

11.12 An important point raised before the Committee was that the ex-servicemen do not get adequate sympathy and assistance from the Serving Officers; since this would have a highly demoralising effect on the ex-servicemen, this aspect has to be specially looked into by the three Defence Services.

11.13 The Services should take a more direct interest in the ex-servicemen. When Formation Commanders tour in the districts, they should meet ex-servicemen, aggregate and transmit their requirements and grievances to the State authorities, Directorate General Resettlement and Service Headquarters. It would greatly facilitate matters if Brigades, Sub Areas and Station Commanders designate a particular officer in their formation to deal with ex-servicemen problems. In any case, there can be no doubt that much closer liaison should exist between Rajya Sainik Boards, on the one side and Service/Formation Headquarters on the other.

11.14 Another important point to be considered is the necessity for preparing the servicemen for retirement, while they are still in service, so that they could without much difficulty adopt and adjust themselves to the way of life in society. To be fair, ex-servicemen cannot expect to be treated differently by society, as compared to the socially and economically backward and down trodden, who deserve greater attention from the Government. Therefore, the Service Headquarters should design proper orientation courses with the assistance of psychological experts and make the process of transformation from service

to retirement smooth and easy. Since the problems are more due to the sudden exposure to an entirely different environment, a properly designed orientation course will go a long way in solving the problems of adjustment and understanding.

11.15 The Committee feels that the 'Code of Conduct' for and by ex-servicemen will essentially consist of the following factors:—

(a) Special steps to be taken by the State Government and District Administration at the levels of Chief Minister and District Collectors to ensure timely assistance and dignified treatment to ex-servicemen. Similarly, the Chief Secretary could well coordinate and regularly oversee the work of District Collectors in this regard.

(b) A sense of discipline and awareness exhibited by the ex-servicemen clearly indicating their desire to integrate themselves in the main stream of society taking the realities into consideration and not to look for special privileges and priorities. They should develop a sense of "earning and deserving the respect of the society" by their exemplary conduct and behaviour.

(c) The ex-servicemen should keep themselves away from controversial issues and should scrupulously avoid indulging in anti-national and anti-social activities and misuse of concessions and facilities.

(d) The ex-servicemen leagues/associations and such other bodies should see to it that their members observe code of conduct and display the high sense of discipline and national integration so assiduously inculcated in them during their military service.

सत्यमेव जयते

Recommendations

11.16 The Committee is fully convinced that the 'Code of Conduct' for ex-servicemen should be given due importance as it has a definite bearing on the morale of the Services and affects the quality of candidates recruited to the Armed Forces. Hence the Committee would like to place before the Government, recommendations contained in the succeeding paragraphs.

11.17 It is recommended that the ex-servicemen should be looked after and treated with dignity and respect by the other members of the society. To subserve this aim, Central and State Government officials should consciously strive to improve upon the existing climate which seems to promote a feeling of frustration and a sense of alienation among ex-servicemen. Chief Ministers of States, other Ministers and senior serving military officers during their visits and tours, may be requested to meet some ex-servicemen, widows and disabled personnel whenever possible. This by itself will significantly boost the morale of ex-servicemen now settled in their villages.

11.18 It is recommended that the practice of Chief Ministers and Collectors holding Sainik Sammelans for ex-servicemen should be revived. Ex-servicemen's rallies should be held periodically, say once in six months, and should be attended by Ministers and Service representatives. The representatives of ex-servicemen should be invited to important Government ceremonies and "At-Home" functions held by Governors/Chief Ministers/Collectors.

11.19 It is recommended that special steps be taken by the State Government and District Administration at the levels of Chief Minister and District Collectors to ensure timely assistance and dignified treatment to ex servicemen. Similarly, the Chief Secretary could well co-ordinate and regularly oversee the work of District Collectors in this regard.

11.20 It is recommended that the Service personnel at all levels of Command should keep in touch with the ex-servicemen in their jurisdictions and attend to matters relating to ex-servicemen with sympathy and with a genuine desire to be of service. Regimental Centres should try and maintain contact with the ex-servicemen regularly.

11.21 It is recommended that Services Headquarters should organise a properly designed orientation course for serving personnel prior to their retirement so as to enable them to adjust and integrate themselves in the society on retirement.

11.22 It is recommended that at the National Academy of Administration at Mussoorie, all IAS trainees are given lecture on the responsibilities towards ex-servicemen while they are posted in Sub-Divisions and Districts.

11.23 The ex-servicemen themselves should display a high sense of discipline and conduct themselves with dignity setting a good example for other citizens to follow. The ex-servicemen's associations should take special steps for ensuring this and preserving the prestige and honour of ex-servicemen.

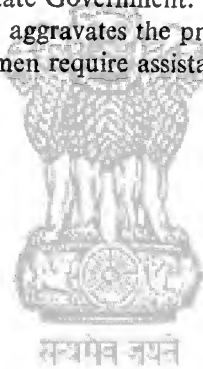
CHAPTER XII

WELFARE

Introduction

12.1 The morale and welfare of those who are serving in the Defence Forces is constantly watched and improved by the Government. Once the serviceman retires, he has to face quite a number of problems. The main problem is his difficulty to adjust in a society from which he has been away for a long time. In fact, during the visits of the Sub Committees, it came out that there is a feeling amidst the ex-servicemen that they do not belong either to the Central Government or to the State Government. They feel neglected and rejected. This creates a psychological complex and aggravates the problems in their day-to-day lives. The major areas in which the ex-servicemen require assistance from the Governments concerned have been identified as follows:—

- (a) Land matters
- (b) Housing
- (c) Educational facilities
- (d) Medical facilities
- (e) Canteen facilities



12.2 At present the problems of ex-servicemen are appreciated and tackled in different ways by the State Governments concerned. The welfare measures and concessions sanctioned and implemented by different State Governments are summarised in Appendix 'X'. While

it may not be possible to achieve strict uniformity among all the States in these matters, it will be highly desirable to have minimum level to be made available throughout the Country.

12.3 The Sub Committees have discussed the special problems of ex-servicemen welfare with the concerned authorities of the State Governments. The views of the State Governments have been carefully examined and discussed in the Committee meetings. After considering all the aspects, the Committee has decided to place recommendations before the Government for urgent action as contained in the succeeding paragraphs.

Land Matters

12.4 Due to the exigencies of service, serving personnel have to be away from their homes and agricultural lands while in service. During their absence, their lands are looked after and cultivated on lease by relatives/other villagers. When they return after retirement, they find that during their absence their land has been taken away under Tenancy and other laws. Sometimes, their land stands acquired and they do not get any alternate land. Thus, they are left without any link with agriculture which has been the family avocation for generations. The State Governments may be requested to take steps for bringing necessary changes in their Land Reforms Acts and Rules so as to enable the ex-servicemen to get back their land/alternate land. They should be given necessary assistance by the State Governments in getting back their land; while assigning surplus land, a definite percentage has to be reserved exclusively for the ex-servicemen who would like to settle on land. The Central Government may issue necessary guidelines to all the State Governments in this direction and ensure its implementation.

Housing

12.5 Having joined the Armed Forces at a young age and serving the Country in field and non-field areas, most of the serving personnel including officers generally do not get an opportunity to plan their final resettlement details including a small dwelling unit, flat or house. Towards the end of their service on account of their impending retirement they run around to find a suitable home in which they invest their entire life savings of military service. On account of peculiar circumstances of their service, the authorities are to an extent attempting to help these personnel to provide them a shelter. States/Union Territories, to varying degrees, are providing small reservations in their housing development projects though these vary to a great extent from State to State. On account of this acute situation, the Service Headquarters have recently started the welfare housing schemes for their personnel in select stations.

12.6 Serving personnel of the Defence Forces on account of the socio-economic changes and break-up of the joint family system, have to perforce, find a suitable shelter for themselves at the time of retirement. Unlike civil employees, servicemen are really not in

a position to plan for their future abode due mainly to service conditions. Therefore, a concerted effort by all authorities is necessary to help these soldiers, sailors and airmen not only to plan their future but also give them such inputs for housing as plots, finance in the form of loans and construction agencies, so that at the time of retirement, each of them who is desirous of having his own gets one.

12.7 States and Union Territories should therefore, give a much larger reservation percentage for serving personnel and for the ex-servicemen in reservations and priorities for allotment of all types of homes. Resource mobilisation for such an expenditure, allotment of land for such houses, agencies to construct these dwelling units must all be thought of and provided. The Committee recommends that futuristic, specific and acceptable proposals for the provision of homes for the serving personnel of the Armed Forces be taken cognisance of and appropriate measures taken by all concerned to extend this facility.

Educational Facilities

12.8 The children of ex-servicemen who were studying in a Central School or Kendriya Vidyalaya should be given admission in the Central School in the place to which they go after retirement on production of a transfer Certificate from the previous Central School. In all the schools near the Regimental Centres and those run by the Services, a definite number of seats should be reserved for the children of ex-servicemen. The State Governments may be requested to reserve seats in the professional colleges and technical institutes for the children of ex-servicemen and such reservations should be given in percentage as well as in number of seats. The Committee understands that the Government of Maharashtra has sanctioned free education to the children of ex-servicemen upto the post graduate level. All the State Governments may be requested to consider sympathetically the problems of ex-servicemen in educating their children and adopt suitable measures to overcome the same. The Government of India may issue necessary guidelines in this direction. A chart indicating facilities and reservations for the wards of ex-servicemen and serving personnel for admission to various colleges by all States/Union Territories is attached as Appendix 'Y'.

Medical Facilities

12.9 Prior to the issue of Government of India, Ministry of Defence letter No. 16307/DGAFMS/DG—3(A)/417—S/D(AG—1) dated 14th October, 1966, ex-servicemen and their families were not entitled to receive any treatment from Service hospitals except to a very limited extent as follows:—

(a) Free medical treatment for specific disabilities in respect of ex-servicemen in receipt of disability pension.

(b) Other Armed Forces pensioners could be admitted to Service hospitals only if

accommodation was available and admission was sanctioned by the Officer Commanding Station/Administrative Authority. Specified hospital stoppages were to be paid. No out-patient treatment was available to such pensioners.

(c) Families of ex-servicemen were not entitled to any treatment—out-door or indoor from Service hospitals.

12.10 The Government letter cited in para 12.9 above was instrumental in making very liberal concessions towards the treatment of ex-servicemen and their families from Service sources. Under the provisions, ex-service pensioners and their families and the families of deceased service personnel drawing pension of some kind were entitled to free out-patient treatment including supply of free medicines from the nearest military hospital. Sanction was also accorded for these personnel for providing in-patient treatment in Service hospitals subject to the following conditions:—

- (a) That the disease is not incurable.
- (b) That the hospital accommodation could be made available from within the authorised number of beds and without detriment to the needs of serving personnel.
- (c) That the treatment will be limited to the facilities locally available.
- (d) No conveyance will be provided for journeys from the residence to the hospital and back; and
- (e) No special nursing would be admissible.

It is specifically laid down in this Government letter that the above concessions will not include treatment for pulmonary tuberculosis, leprosy, mental diseases, malignant diseases or any other disease for which treatment is not ordinarily available from the local military sources.

12.11 **Liberalisation Proposals.** Due to the increased awareness and phenomenal increase in the number of ex-servicemen at the rate of 60,000 per annum, more and more ex-servicemen are now coming to Service hospitals for treatment. To meet the requirement of giving adequate treatment to the ex-servicemen reporting at the Service hospitals, the following additional facilities need to be provided:—

- (a) Sanction of 1155 beds exclusively for the ex-servicemen pensioners and entitled dependents.
- (b) To treat ex-servicemen as out-patients and in-patients, additional staff would also be required as under:—

(i) Officers	33
(ii) Nursing Officers	74
(iii) Other Ranks	312
(iv) Civilians	211

12.12 **Civil Hospitals.** Ex-servicemen are living in villages, towns and cities throughout the Country. The 31 military hospitals are situated in military stations. The primary aim of these hospitals is to provide medical cover to the serving personnel. On account of their location, only those ex-servicemen and entitled dependents within close proximity to these stations are likely to avail of the facilities in these military stations. In the case of most other ex-servicemen they have to perforce depend upon the civil hospitals in the districts. Hence, States/Union Territories should provide medical assistance to the ex-servicemen in their civil hospitals free of charge, for example as provided in Karnataka. In Chapter X, certain recommendations have been made for provision of funds from the Seventh Plan expenditure for the construction of wards for ex-servicemen in hospitals. This should also be done in civil hospitals particularly in States where there are a large number of ex-servicemen.

Canteen Facilities

12.13 On account of popularity of canteen goods which are sold at comparatively lower prices, due to direct bulk purchases from manufacturers and minimal handling charges and profit margins, it was recommended that canteen facilities be made available to ex-servicemen throughout the Country in a phased manner over a period of time. The Service Headquarters, in stations and neighbouring areas, have to perforce accept the responsibility of command and control of such canteens in cities and towns which do not have any garrison units including National Cadet Corps units. Similar to the Vellore example in Tamil Nadu, ex-servicemen can be employed to work in these canteens after obtaining cash securities, depending on the specific posts.

Recommendations

12.14 State Governments may be requested to take steps for bringing necessary changes in their Land Reforms Act and Rules to protect the land holdings of Defence personnel while in service and to exempt them from Tenancy Laws to enable them to get back their land when they retire from service. State Governments, should, while assigning surplus land, reserve a definite percentage exclusively for ex-servicemen who would like to settle on land. The Central Government may issue necessary guidelines to all the State Governments.

12.15 The Committee recommends that all the Housing Boards under the State Governments and Union Territories may be requested to reserve a minimum of 10% of the house sites/houses for the ex-servicemen.

12.16 The Committee also recommends that when the serving personnel come back to their places on retirement, the Rent Control legislation should provide for them getting back their houses on retirement for self occupation on a time bound basis and under summary procedures. If necessary, legislation may be undertaken by all the State Governments. The Committee further recommends that the Government should give all possible assistance and encouragement to housing organisations such as Army Welfare Housing Schemes and also instruct financial institutions to assist the ex-servicemen to put up their own houses by sanctioning loans, if possible, at concessional rates of interest. The Group Insurance Scheme for the Services may be directed to pay special attention to this aspect with a view to enable the ex-servicemen to own a house.

12.17 It is recommended that the children of Defence personnel studying in Central Schools may automatically be given admission in any Central School at or near the place where the parent, on retirement from service, settles down.

12.18 The State Governments should be addressed to provide reservation facilities and concessions to the wards of ex-servicemen for admission to professional institutions.

12.19 It is recommended that existing facilities in military hospitals be enhanced for ex-servicemen and their entitled dependents in a phased manner in the next few years.

12.20 States/Union Territories be addressed to extend free medical treatment to ex-servicemen in all their civil hospitals on the analogy of the system being followed in some States.

12.21 It is recommended that extension of canteen facilities particularly in districts with larger number of ex-servicemen, in a phased manner, be planned and executed. The static formation headquarters of the Services could extend branch canteens in the districts as has been done recently in a district each in six states as a pilot project.

CHAPTER XIII

REORGANISATION OF THE OFFICE OF DIRECTORATE GENERAL RESETTLEMENT AND KENDRIYA SAINIK BOARD

Background and the Present Organisational Structure

13.1 Brief background and the present organisational structure of the Directorate General Resettlement and Kendriya Sainik Board has been given in an earlier Chapter (Chapter II). The all embracing responsibility of the Directorate General Resettlement organisation, which since mid 1982 includes the office of Secretary, Kendriya Sainik Board as well, has totally outgrown the concept when these Organisations were first established. Although the specific responsibility and duties of this Organisation are laid down, presently adequate authority is not really vested in their hands. Problems are further compounded by the rising population of ex-servicemen as about 60,000 new retirees are added to the existing numbers every year.

13.2 The annual meetings of the Kendriya Sainik Board are held under the chairmanship of Raksha Mantri and guidelines and other schemes as decided are progressed by the Secretary, Kendriya Sainik Board through Director General Resettlement with the Ministry of Defence. Regarding financial matters, an Executive Committee has been constituted for dealing with financial cases for various purposes. The Director General Resettlement or Secretary, Kendriya Sainik Board attend the Rajya Sainik Board meetings held in the States and Union Territories basically to apprise the State authorities of various schemes as also to co-relate the ex-servicemen work done in various States and suggest improvements and new ideas at these meetings. The Fund Meetings held in the States and Union Territories under the Chairmanship of the Governors, are attended by either Director General Resettlement or Secretary, Kendriya Sainik Board.

13.3 In order to reduce the operational difficulties of administrative character, and analyse the organisation of Director General Resettlement, the Indian Institute of Public Administration (IIPA) was given the task of carrying out an in-depth study and suggest a new model for the Directorate so that its objectives are best achieved. The report brings out present weaknesses and problems of the organisation due to which the entire Directorate General Resettlement is really not in a position to fulfil the challenging tasks that it is expected to carry out.

13.4 In the present organisational set-up, the Director General Resettlement and Secretary, Kendriya Sainik Board have only very limited control or direct superintendence over the State level and District level organisations i.e. the Rajya and Zila Sainik Boards. Though 50% of the total expenditure is shared by the Centre with State Governments/ Union Territories, implementation and monitoring of all matters pertaining to ex-servicemen at the State Government level is not directly in the hands of this Central organisation or the Ministry of Defence.

13.5 The Directorate General Resettlement faces great difficulty in obtaining basic information and data on ex-servicemen matters from various agencies in the Country including other Central Ministries, State Governments, Public Sector Undertakings and other similar institutions. Hence implementation and monitoring is naturally not effective.

13.6 Under the present arrangements there is no clear cut responsibility given to an organisation which is accountable and responsible for all matters pertaining to ex-servicemen. The Administrative responsibility is that of the Ministry of Defence, whereas almost all requirements of the ex-servicemen, whether a second career job or educational assistance for their wards or medical treatment, is controlled by the States. The quality of work in respect of assistance provided to ex-servicemen varies from State to State. Action on various proposals, programmes and suggestions made by the Ministry of Defence is left to the State Governments. Many programmes like revitalisation of Sainik Board organisations approved by the Kendriya Sainik Board, given in Appendix 'Z' have remained unimplemented or partially implemented by some States. The progress of implementation of revitalisation recommendations by State/Union Territories are given at Appendix 'AA'. Certain States do not even hold their annual Sainik Board meetings regularly. In some cases, the Ministry of Defence does not get the notice in time to be able to depute their representative to attend such functions. Thus, the present system and the organisation is not in a position to carry out the challenging tasks satisfactorily.

13.7 The present staffing pattern of this organisation does not lend itself to maximum efficiency for reasons like lack of continuity, experience, aptitude and the low priority given to deputising suitable civilian officers from other Ministries to it. The work of various Directors and Secretary Kendriya Sainik Board relate to liaison with other officials of various Ministries, Departments, Liaison Officers of Public Sector Undertakings, training institutions, local industries and Service Headquarters.

13.8 The organisation of Directorate General Resettlement has since 1963 remained more or less unchanged though complexity of problems and volume of work has increased manifold. To achieve desired results, a well defined National policy with statutory backing is essential. The Directorate General Resettlement organisation needs to be strengthened so that it is made more dynamic, result-oriented and capable of implementing the policies into operational programmes. For this purpose, a Perspective Planning, Monitoring and Co-ordination Directorate needs to be provided in the present organisation.

13.9 **Strengthening of Zonal Resettlement Directorate.** Zonal Directors have an extensive charter of duties but generally they are unable to carry out these functions effectively due to inadequate staffing pattern. It comprises of only one officer, one PA and a clerk. When the officer is away on tour the Directorate becomes non-functional. He can provide a vital link between the Directorate General Resettlement and the Sainik Board organisations. He can undertake the inspection and monitoring duties within his zone, but for this purpose he needs to be strengthened by one more officer of the rank of Lt Col/ Colonel and three clerks. In addition, an officer to deal with ex-servicemen problems along with clerical staff should be located at Area, Sub Area and Station Headquarters to provide a link between the Directorate General Resettlement and Sainik Board organisations.

Recommendations

13.10 The Directorate General Resettlement should be suitably re-organised, strengthened and made dynamic enough to carry out its functions and supervising resettlement and welfare of ex-servicemen. Proposed organisation is given at Appendix 'AB'.

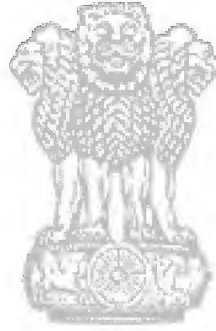
13.11 The recommendations contained in the Report submitted by the Indian Institute of Public Administration New Delhi in November 1983 on the restructuring of Directorate General Resettlement should be implemented to the extent required in conjunction with other recommendations made in this Report.

13.12 The Sainik Board organisations in the States and Union Territories should be revitalised as recommended by the Kendriya Sainik Board within a period of one year.

13.13 Zonal Resettlement Directorates should be strengthened by one additional officer in the rank of a Colonel or equivalent and three clerks. At static Headquarters i.e. Station, Sub Area and Area Headquarters, serving officers of the rank of Lt Col or equivalent be provided along with clerical staff to oversee the implementation of the policies recommended/enunciated by the Directorate General Resettlement.

13.14 The requirement of maintaining a data bank of retiring personnel in a suitable electronic data processing system is already under consideration in the Ministry of Defence. The Committee recommends that immediate steps should be undertaken to commence work on such a data bank. All particulars of serving personnel due to retire in two years

should be maintained in such a system with requisite particulars. Based on this, the identification of an individual or a group of individuals for sponsoring to suitable posts can be better done than the present manual system.



सत्यमेव जयते

CHAPTER XIV

PUBLICITY

Existing Arrangements

14.1 Presently the Directorate General Resettlement has one publicity officer, i.e., Director Publicity, on deputation along with four other junior staff members. The requirement of publicity of all schemes, facilities, assistance and matters of interest to ex-servicemen are carried out by Director Publicity. As publicity in all forms needs allotment of funds, an average of Rs. 2.5 lakhs has been provided for the purpose by the Ministry of Defence in the last three years.

14.2 Director Publicity has brought out a number of documents, pamphlets and brochures containing useful information for ex-service officers and men. So far these are being given free of cost except a book called "Guide to Resettlement of Ex-servicemen, 1980", which is a priced publication. In the case of a few handouts and brochures, Hindi versions are also available. Basically, due to paucity of funds the number of copies of such publications is very limited and is not made available to all ex-servicemen. Only individual ex-servicemen, who make a request are provided copies of publications demanded by them. Recently, on account of their awareness, a number of serving personnel due to retire, have started requesting that a set of the publications be made available to them.

14.3 Besides the publications printed by the Directorate General Resettlement, the other means of publicity are press releases, radio and television programmes and Service publications like Sainik Samachar. Due to limited availability of funds, publicity of resettlement programmes and welfare measures have received less attention than necessary. Ex-servicemen living in remote and rural areas remain unaware about the assistance they can

seek for their resettlement. Publicity is also necessary to enlighten the general public about its responsibility towards the resettlement of retired Defence personnel.

Recommendations

14.4 At present all ex-servicemen are not able to avail the concessions and assistance to which they are entitled for their resettlement due to lack of good and effective publicity. There is a need for major publicity drive using all media i.e. press, radio and television with its coverage now extended by increased number of relay stations and publication of new pamphlets. For this purpose, adequate financial resources should be allocated. Door-darshan and All India Radio should broadcast regular features of 10 to 15 minutes duration once a week, on matters of interest to ex-servicemen throughout the Country both at the National and regional levels. Directorate Publicity should be suitably strengthened to undertake this additional work.

14.5 A new publication covering employment and self-employment guidelines, various relaxations and concessions available to the ex-servicemen should be published by the Directorate General Resettlement and issued free of cost to all ex-servicemen at the time of retirement. About 75,000 copies would need to be printed every year and adequate financial resources should be made available for this purpose. Directorate General Resettlement should publish a monthly "Resettlement News" and distribute these down to the unit level and Sainik Board Organisations as well as ex-servicemen organisations. Necessary funds should be allocated for this purpose. Some of these could even be made available on payment.



CHAPTER XV

SUMMARY OF RECOMMENDATIONS

Census

15.1 It is recommended that in the 1991 Census, the ex-servicemen should be included as a separate category so that a reliable data base is built up for formulating need-based plans and programmes for the ex-servicemen. (Para 2.14).

Definiton of Ex-servicemen

15.2 It is recommended that the existing definition of "Ex-serviceman" be replaced by the definition given in Paras 4.6, 4.7 and 4.8 for all purposes. (Para 4.9).

Employment

15.3 The Committee has noted with concern the poor utilisation of reserved vacancies in Central and State Government posts, Public Sector Undertakings and the organised sector. As this has been caused due to poor implementation of orders on reservation, absence of roster system, small vacancy arisings periodically and inadequate monitoring, the Committee strongly recommends that a comprehensive National Ex-servicemen Resettlement Act be enacted to cover the organisations under the Government of India. A model Act in consultation with States may also be drafted and States requested to legislate on these lines for safeguarding the interests of ex-servicemen in their respective jurisdiction. (Para 5.43).

15.4 The Committee strongly recommends that a Parliamentary Committee consisting

of Members from both the Houses be constituted to oversee the implementation of various schemes and facilities for ex-servicemen. This, in itself, is bound to ensure that existing reservations, schemes and facilities are better implemented than at present (Para 5.44).

15.5 Similar to the Scheduled Castes and Scheduled Tribes Commission, an Ex-servicemen Resettlement Commission (or Commissioner), be also established under the proposed Act. Such a Commission or Commissioner would be in a position to effectively monitor placement of ex-servicemen. (Para 5.45).

15.6 To settle about 3 lakh ex-servicemen now held on the live roster, it is recommended that special ex-servicemen placement drives be undertaken by Ministries employing larger number of people. Railways, Posts and Telegraphs and some Central Public Sector Undertakings like Coal India, ONGC, SAIL, BHEL and others should be able to absorb a large number in the immediate future. All these organisations should pool the vacancy arisings in small offices at higher levels, e.g., Zones or Circles and the percentages of reservations of ex-servicemen of these totals should be filled up. The Directorate General Resettlement should be given three months advance information to arrange maximum number of suitable ex-servicemen for bulk recruitment at the appointed places. This will clear the backlog to some extent. Similarly, State Governments and Union Territories Administration should be addressed for similar special ex-servicemen recruitment drives to place ex-servicemen in State Government undertakings against pooled vacancies. (Para 5.46).

15.7 Regarding Group 'A' and 'B' posts, it is strongly recommended that qualified and suitable officers, junior commissioned officers and junior ranks should be laterally inducted in these posts during the last year of their service. The orders of the Ministry of Home Affairs issued in 1979 for identification of suitable Group 'A' and 'B' posts have still not been complied with fully, though some Ministries have indicated some of these posts at the liaison officers' meeting held on 20th June, 1984. This task should be completed by all the Ministries/Public Sector Undertakings expeditiously. Similarly, junior ranks of the three Services, should be absorbed in various suitable jobs by lateral induction one year before they are due to retire from the Services. A wide variety of technical tradesmen and the non-technical personnel are available for selection. Therefore, the transfer of a man for man and post for post in all fields in the organised sector is recommended. Along the same lines, States/Union Territories should also be addressed to implement the lateral induction scheme. (Para 5.47).

15.8 In the discharge certificate given to each serving person on retirement, it is recommended that his correct status in accordance with the recommended definition of ex-serviceman be indicated clearly for employment assistance in a civil job. Further, pragmatic improvements in the contents of discharge certificate should be done by the Service Headquarters, for example, equation of trade, specific experience like type of vehicles driven by the individual in service and so on should be clearly indicated so that it is possible for a prospective employer to understand easily the previous military experience of an individual ex-serviceman. (Para 5.48).

15.9 The employment exchanges throughout the Country must continue to sponsor the names of ex-servicemen both for reserved and unreserved vacancies, in addition to similar work being carried out by the Rajya/Zila Sainik Boards for reserved vacancies, especially since a large number of States have yet to implement the revitalisation recommendations for additional staff at these Boards. (Para 5.49).

15.10 It is further recommended that the procedure for dereservation of reserved posts for ex-servicemen be done strictly in accordance with the existing rules. Directorate General Resettlement should be given 30 clear days for confirmation regarding non-availability of suitable ex-servicemen for a specific post. It is recommended that the reserved vacancies for ex-servicemen be kept vacant and carried forward for at least one year before these are dereserved and filled up by others. (Para 5.50).

15.11 Modification and amendments to recruitment rules must be carried out immediately, particularly incorporation of the existing age and educational relaxations. Further relaxations of educational qualifications for such posts where previous military experience in a given discipline or trade is suitable for a second career job should be appropriately included in the recruitment rules to help place ex-servicemen. (Para 5.51).

15.12 The revitalisation of the Rajya and Zila Sainik Boards recommended in 1981 should be implemented fully by those States and Union Territories who have yet to do so. Only then would these Boards be in a position to carry out sponsorship duties adequately. (Para 5.52).

15.13 Ordnance factories, banks and large Public Sector Undertakings should make special efforts to absorb the released Short Service Commissioned Officers every year. Concerned Ministries and Directorate General Resettlement in consultation with Ministry of Home Affairs should intensify efforts to increase the placement of these Short Service Commissioned Officers in Para Military Forces. (Para 5.53).

15.14 Avenues and opportunities in new areas for Nation building tasks in which ex-servicemen can play a major and constructive role should be constantly assessed and implemented. The latest innovation of the two ex-servicemen ecological infantry battalions has already shown good results. It is recommended that more such battalions be raised in the future. In certain other fields, like the additional peace keeping forces required by the Central and State Governments, major projects in the Country like National Road Safety Scheme and the proposed Coal Protection Force, ex-servicemen could be absorbed. In other areas like land reclamation, environmental protection work like Forest Protection Force, there is scope for employing these personnel. In the agricultural and animal husbandry sector, ex-servicemen could play a major role in development work. So is the case in social forestry. All these avenues could be explored to resettle these personnel. (Para 5.54).

15.15 The persistent demands from ex-servicemen for re-employment and various other concessions emanate from the fact mainly due to the requirements of the Defence Services

to maintain a youthful profile, these personnel are made to retire from the Services at a comparatively younger age compared to the civilian counterparts who retire uniformly at the age of 58 or above. In this context, the plea that Service personnel retiring at ages below 58 years should automatically be provided placement in civilian careers so as to be able to continue in Government Service till they attain the age of 58 years merits very careful and sympathetic consideration. (Para 5.55).

15.16 Considering that the number of Defence personnel retiring every year is around 60,000, while the number of Government posts which are filled up every year through fresh recruitment is around half a million, given the required will and determination, this proposal would not be difficult to implement. However, it would require the maintenance of detailed data relating to a large number of Defence personnel who would be due for retirement in the next two or three years, their qualifications, background and experience and also matching it with the vacancies that are likely to arise in the different Ministries/organisations from year to year so that by and large the training and experience of the retiring Defence personnel could be matched with the requirement of the jobs in the civilian departments. (Para 5.56).

15.17 The Committee would strongly recommend that the Government of India should get this proposal examined in detail and work out suitable modalities so that in next few years a system could be devised under which all retiring Defence personnel, should they so desire, would be provided with an alternative civilian job which will enable them to continue in Government service till the age of 58 years. Once this system comes into force, such of the retiring Defence personnel who through the exercise of free choice do not opt for civilian employment, would thus not be entitled to any special benefits. (Para 5.57).

15.18 As the details of this arrangement are worked out and implemented most of the special concessions now being given to the ex-servicemen could be dispensed with since the 'hardship' relating to their service conditions in the Defence Services could be matched by an appropriate remuneration package. Simultaneously, the elaborate package of concessions for ex-servicemen worked out over the years could be dismantled. As a consequence, the role and responsibility of the Directorate General Resettlement in the welfare and other matters relating to the ex-servicemen could also be substantially reduced. It would then concern itself mainly with the advance planning required for finding civilian employment for those Defence personnel who are likely to retire in the next one or two years, instead of dealing with lakhs of ex-servicemen after they leave the Services and are dispersed all over the Country. (Para 5.58).

Terms and Conditions of Service on Re-employment

15.19 Orders governing initial fixation of pay and other benefits on re-employment of ex-servicemen pensioners and non-pensioners should be simplified and made uniformly applicable in all public employing agencies, including Central/State Ministries/Departments

and their subordinate organisations, as well as the Public Sector Undertakings and autonomous bodies under their administrative control. Suitable provisions should be embodied in the proposed 'Ex-Servicemen Resettlement Act'. (Para 6.24).

15.20 An ex-serviceman, who falls within the definition of the term as evolved in this Report, and is not in receipt of pension, should be permitted to count full military service upto five years and 50% of service beyond five years, for grant of annual increments in initial fixation of pay on re-employment but not for seniority. In the case of ex-servicemen in receipt of military pension, counting of military service for additional annual increments would amount to giving them double benefit, especially when their full military pension and other retirement benefits are already exempted in fixation of their pay on re-employment with effect from 25th January, 1983. (Para 6.25).

15.21 Seniority and pay fixation of Emergency and Short Service Commissioned Officers who joined pre-commission training, or were commissioned after 1st November, 1962 but before 10th January 1968 and appointed against unreserved Group 'A' and 'B' posts should be determined on the same basis as was done in the case of officers of this category who were absorbed in reserved Group 'A' and 'B' posts under the provisions of Cabinet Secretariat, Department of Personnel, Notification 9/20/69—Estts (c) dated 26th August, 1971, in all organisations. (Para 6.26)

15.22 Short Service Commissioned Officers commissioned on or after 10th January, 1968, who fall within the revised definition recommended by the Committee, should be permitted to count their full military service upto five years and 50% of service beyond five years for purposes of fixation of pay on re-employment, but not for seniority. (Para 6.27).

15.23 All ex-servicemen as per the definition recommended by the Committee should on re-employment be permitted to count their total military service for grant of conveyance loan, housing loan, loans of other types, allotment of family accommodation and all other facilities the entitlement to which is based on the length of service. (Para 6.28).

15.24 In the case of permanent commissioned officers who take up second career jobs in organisations where Central Government rules on pay fixation are applicable, it is recommended that consideration may be given by the Central Government to a suitable enhancement in the exemptable limit of pension, which is now limited to Rs. 250 in the fixation of pay of retired officers on re-employment on the analogy of the full exemption of pensionary benefits permitted in the case of ex-JCOs and Other Ranks with effect from 25th January, 1983. (Para 6.29).

15.25 On promotion of a re-employed ex-serviceman to a higher post or grade, his new pay should be fixed so as to provide for protection of his previous basic pay as well as the grant of one increment in the higher pay scale applicable to the new post or grade. (Para 6.30).

Training for Resettlement

15.26 Training opportunities for personnel due to retire within 18 months of their service should be enlarged. However, training an individual in specific skills or subjects which will help to resettle him after retirement ought to be a continuous process, particularly for the non-technical personnel of the three Services. The manner in which this objective should be achieved, and the question of providing specific financial assistance at regimental centres and formations, needs separate study. (Para 7.17).

15.27 Formal facilities for training officers with a view to better resettlement should be provided to a greater extent than is being done now. This may not, however, be necessary, if lateral induction is accepted as one of the primary means of filling up vacancies, particularly in non-technical fields. (Para 7.18).

15.28 Such of the institutions and training centres of the Army, Navy and Air Force as are in a position to carry out even limited resettlement training, should be assisted with finance and infrastructure to implement meaningful programmes. Formal recognition should also be accorded to such training. (Para 7.19).

15.29 Equation of military qualifications, trades, and professional experience with civil trades must be done on a continuous basis, so that the employment prospects can show considerable improvement. To ensure that these equations are updated, they should be reviewed periodically and at regular intervals of say once in six months—by a Committee consisting representatives of the three Services, Director General Resettlement, Ministry of Labour and the Department of Personnel. The State Governments should also automatically adopt these equations for the purposes of employment under the State Government and their Public Sector Undertakings. (Para 7.20).

Self Employment

15.30 Ex-Servicemen entrepreneurs are clearly in need of both financial and technical assistance. The lack of such assistance is the major factor deterring large numbers of ex-servicemen from joining the ranks of the self-employed. The establishment of a National Ex-Servicemen Financial Corporation at the Centre, similar to those functioning in Punjab and Himachal Pradesh and being set up in Maharashtra, is an urgent need. The proposed corporation should be entrusted with all activities relating to the self-employment of ex-servicemen. The details of this scheme are presented in Chapter X where a proposal for integrating ex-servicemen in the Seventh Five Year Plan, has been discussed at length, and financial allocations proposed. (Para 8.21).

15.31 Utilising modern data processing methods, it would be possible to ascertain as much as three years in advance whether a serviceman, due to retire from service, wishes to involve himself in a self-employment venture. Having done so, the proposed Corporation

could ensure suitable training/additional training to help him start a venture during the last 18 months of his service. All other assistance needed can then be rendered by this Corporation soon after his retirement. (Para 8.22).

15.32 There is also a need for statutory reservations both at the Central and State Government levels to help ex-servicemen in self-employment schemes. Presently, in a number of States and Union Territories, even small shops are 'auctioned' thus putting them beyond the reach of the average ex-serviceman. (Para 8.23).

15.33 The Armed Forces must encourage ex-servicemen to undertake small self-employment projects in formation headquarters and units. There are a number of such activities, in almost all formations and units, like wet canteens, tailor shops, shoe maker shops, cycle repair shops etc. There are a number of activities/institutions run by the Services in which the ex-servicemen could be assigned an increasing role to provide self-employment. (Para 8.24).

15.34 At the Central/State Government levels, ex-servicemen may be accorded a preferential treatment in the fields of transportation of goods, supply of items and other such ventures. Such preferential treatment should be institutionalised by reserving a certain fixed percentage of available opportunities for ex-servicemen. (Para 8.25).

15.35 At the Kendriya Sainik Board meeting held in 1983, the then Raksha Mantri had indicated that ex-servicemen should be encouraged to set up small ancillary units to manufacture and supply parts to Defence industries. Further, in the case of certain other items of supply to the Ministry of Defence, captive small scale industries, established by ex-servicemen with assistance from the proposed Ex-Servicemen Financial Corporation, could be given greater priority. In doing so, the Ministry of Defence would be setting an example in resettling ex-servicemen. (Para 8.26).

Pension Structure

15.36 The Committee recommends that the pension policy for the future and past pensioners may be examined by the Fourth Pay Commission with a view to arrive at a proper pension structure for all the pensioners. Hence an amendment to the terms of the Fourth Central Pay Commission to this extent is recommended by the Committee. (Para 9.12).

15.37 Regarding rank for rank pension and grant of increased pension whenever it is revised for old pensioners, the Committee requests the Government to consider this matter particularly in the light of the principle which has been established regarding the pensions of Judges of the Supreme Court and High Court. (Para 9.13).

15.38 The Committee recommends that the Government may consider the question of appointing a permanent standing committee for inter-relating the cost of living index to the

pensions. This Committee could give its award every two years. During the interim period, reliefs to pensioners may be sanctioned every six months to the same extent as is given to the serving persons with respect to their pay. (Para 9.14).

15.39 The Committee recommends that the Government may consider the restoration of commuted value of pension to Defence pensioners on reaching the age of 65 years or on completion of the commutation period whichever is later. While considering this aspect, extension of such restoration may be considered for all Central Government pensioners. (Para 9.15).

15.40 The Committee recommends that the Government should immediately look into and re-arrange the work of sanctioning of pension of Service personnel by making use of the Record Offices of Army, Navy and Air Force. This may be done with effect from 1st April 1985. The Pay and Accounts Offices located alongwith the Record Offices may be given the responsibility of sanctioning pensions. Controller General of Defence Accounts may be directed to identify those items of work which can be better managed by one overall controlling unit and keep that in Allahabad so that the existing office at Allahabad is not materially disturbed. (Para 9.16).

15.41 The Committee recommends that the Government should take immediate steps in consultation with the Controller General of Defence Accounts to simplify the procedure for sanction and disbursement of pensions. The entire work relating to pensions has to be handled by making use of modern methods of management, accounting and record keeping with a view to improve efficiency and avoid delay. (Para 9.17).

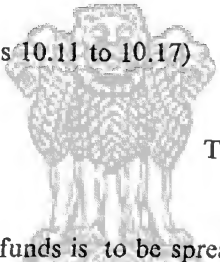
15.42 Government should take immediate steps for providing proper facilities to the office at Allahabad with a view to improving the working conditions, security and safety of records which are preserved there. The housing scheme for the staff employed in that office should also be considered immediately on priority basis. (Para 9.18).

15.43 The Committee recommends that widows of pensioners who retired prior to 1st January, 1964 be made eligible for pension, instead of relief. Government may consider granting them immediately the minimum family pension i.e. Rs 150 per month pending decision on the recommendation of similar pension to similar ranks being extended to this category also. (Para 9.19)

Seventh Five Year Plan and Ex-Servicemen

15.44 The activities and areas for the benefit of ex-servicemen given in this chapter require Plan outlay to the extent of Rs. 170 crores at the Central Government level and Rs. 180 crores at the State Government level. This proposed amount is also related to the

ex-servicemen population in the Country to the extent known. The breakdown of the total amount suggested is as under:

	Centre (Rupees in crores)	States (Rupees in crores)
(a) Ex-servicemen Financial Corporations in various States	27	27
(b) Ex-servicemen Industrial Development Corporation	25	25
(c) Vocational training	05	05
(d) Welfare schemes/projects eg. hostels and medical facilities	29.5	29.5
(e) Additional schooling facilities	05.5	16.5
(f) Old Age Homes	11	11
(g) Other Schemes (Paras 10.11 to 10.17)	67	66
(Para 10.18)  Total	170	180

15.45 The allocation of above funds is to be spread over a period of five years of the Seventh Five Year Plan. The annual Plan allocation for the proposed scheme amounts to about Rs. 34 crores for the Centre and Rs. 36 crores for the States. The States should be advised to make provisions from the very first year of the Plan. As is done for other activities, 15% may be provided in the first year, 25% in the second and so on for subsequent years of the Plan. This amount is a very small percentage considering that Seventh Five Year Plan envisages an expenditure of Rs. 3,20,000 crores. The above proposals for planned resettlement of ex-servicemen be referred to the Planning Commission for inclusion in the Seventh Five year Plan. (Para 10.19).

Code of Conduct

15.46 The Committee is fully convinced that the 'Code of Conduct' for ex-servicemen should be given due importance as it has definite bearing on the morale of the Services and affects the quality of candidates recruited to the Armed Forces. Hence the Committee would like to place before the Government, recommendations contained in the succeeding paragraphs. (Para 11.16).

15.47 It is recommended that the ex-servicemen should be looked after and treated with

dignity and respect by the other members of the society. To subserve this aim, Central and State Government officials should consciously strive to improve upon the existing climate which seems to promote a feeling of frustration and a sense of alienation among ex-servicemen. Chief Ministers of States and other Ministers, senior serving military officers during their visits and tours, may be requested to meet some ex-servicemen, widows and disabled personnel whenever possible. This by itself will significantly boost the morale of ex-servicemen now settled in their villages. (Para 11.17).

15.48 It is recommended that practice of Chief Ministers and Collectors holding Sainik Sammelans for ex-servicemen should be revived. Ex-servicemen's rallies should be held periodically, say once in six months, and should be attended by Ministers and Service representatives. The representatives of ex-servicemen should be invited to important Government ceremonies and "At-Home" functions held by Governors/Chief Ministers/Collectors. (Para 11.18).

15.49 It is recommended that special steps be taken by the State Government and District Administration at the levels of Chief Minister and District Collectors to ensure timely assistance and dignified treatment to ex-servicemen. Similarly, the Chief Secretary could well co-ordinate and regularly oversee the work of District Collectors in this regard. (Para 11.19).

15.50 It is recommended that the Service personnel at all levels of Command should keep in touch with the ex-servicemen in their jurisdictions and attend to matters relating to ex-servicemen with sympathy and with a genuine desire to be of service. Regimental Centres should try and maintain contact with the ex-servicemen regularly. (Para 11.20).

15.51 It is recommended that Services Headquarters, should organise properly designed orientation courses for serving personnel prior to their retirement so as to enable them to adjust and integrate themselves in the society on retirement. (Para 11.21).

15.52 It is recommended that at the National Academy of Administration at Mussoorie all IAS trainees be given lectures on the responsibilities towards ex-servicemen while they are posted in Sub-Divisions and Districts. (Para 11.22).

15.53 The ex-servicemen themselves should display a high sense of discipline and conduct themselves with dignity setting a good example for other citizens to follow. The ex-servicemen's associations should take special steps for ensuring this and preserving the prestige and honour of ex-servicemen. (Para 11.23).

Welfare

15.54 State Governments may be requested to take steps for bringing necessary changes in their Land Reforms Act and Rules to protect the land holdings of Defence personnel

while in service and to exempt them from Tenancy Laws to enable them to get back their land when they retire from service. State Governments should, while assigning surplus land, reserve a definite percentage exclusively for ex-servicemen who would like to settle on land. The Central Government may issue necessary guidelines to all the State Governments. (Para 12.14).

15.55 The Committee recommends that all the Housing Boards under State Governments and Union Territories may be requested to reserve a minimum of 10% of the house sites/houses for the ex-servicemen. (Para 12.15).

15.56 The Committee also recommends that when the serving personnel come back to their places on retirement, the Rent Control legislation should provide for them getting back their houses on retirement for self occupation on a time bound basis and under summary procedures. If necessary, legislation may be undertaken by all the State Governments. The Committee further recommends that the Government should give all possible assistance and encouragement to housing organisations such as Army Welfare Housing Scheme and also instruct financial institutions to assist the ex-servicemen to put up their own houses by sanctioning loans, if possible, at concessional rates of interest. The Group Insurance Scheme for the Services may be directed to pay special attention to this aspect with a view to enable the ex-servicemen to own a house. (Para 12.16).

15.57 It is recommended that the children of Defence personnel studying in Central Schools may automatically be given admission in any Central School at or near the place where the parent, on retirement from service, settles down. (Para 12.17).

15.58 The State Governments should be addressed to provide reservation facilities and concessions to the wards of ex-servicemen for admission to professional institutions. (Para 12.18).

15.59 It is recommended that existing facilities in military hospitals be enhanced for ex-servicemen and their entitled dependents in a phased manner in the next few years. (Para 12.19).

15.60 States/Union Territories be addressed to extend free medical treatment to ex-servicemen in all their civil hospitals on the analogy of the system being followed in some States. (Para 12.20).

15.61 It is recommended that extension of canteen facilities particularly in districts with large number of ex-servicemen, in a phased manner, be planned and executed. The static formation headquarters of the Services could extend branch canteens in the districts as has been done recently in a district each in six States as pilot project. (Para 12.21).

Reorganisation of the Office of Directorate General Resettlement and Kendriya Sainik Board

15.62 The Directorate General Resettlement should be suitably re-organised, strengthened and made dynamic enough to carry out its functions and supervising resettlement and welfare of ex-servicemen. Proposed organisation is given at Appendix 'AB'. (Para 13.11).

15.63 The recommendations contained in the Report submitted by the Indian Institute of Public Administration New Delhi in November, 1983 on the restructuring of Directorate General Resettlement should be implemented to the extent required in conjunction with other recommendations made in this Report. (Para 13.12).

15.64 The Sainik Board organisations in the States and Union Territories should be revitalised as recommended by the Kendriya Sainik Board within a period of one year. (Para 13.13).

15.65 Zonal Resettlement Directorates should be strengthened by one additional officer of the rank of a Colonel or equivalent and three clerks. At static headquarters i.e. Station, Sub Area and Area Headquarters, serving officers of the rank of Lt Col or equivalent be provided along with clerical staff to oversee the implementation of the policies recommended/enunciated by the Directorate General Resettlement. (Para 13. 14).

15.66 The requirement of maintaining a data bank of retiring personnel in a suitable electronic data processing system is already under consideration in the Ministry of Defence. The Committee recommends that immediate steps should be undertaken to commence work on such a data bank. All particulars of serving personnel due to retire in two years should be maintained in such a system with requisite particulars. Based on this, the identification of an individual or a group of individuals for sponsoring to suitable posts can be better done than the present manual system. (Para 13.15).

Publicity

15.67 At present all ex-servicemen are not able to avail the concessions and assistance to which they are entitled for their resettlement due to lack of good and effective publicity. There is a need for major publicity drive using all media i.e. press, radio and television with its coverage now extended by increased number of relay stations and publication of new pamphlets. For this purpose, adequate financial resources should be allocated. Door-darshan and All India Radio should broadcast regular features of 10 to 15 minutes duration once a week, on matters of interest to ex-servicemen throughout the Country both at the National and regional levels. Directorate Publicity should be suitably strengthened to undertake this additional work. (Para 14.4).

15.68 A new publication covering employment and self-employment guidelines, various relaxations and concessions available to the ex-servicemen should be published by the

Directorate General Resettlement and issued free of cost to all ex-servicemen at the time of retirement. About 75,000 copies would need to be printed every year and adequate financial resources should be made available for this purpose. Directorate General Resettlement should publish a monthly "Resettlement News" and distribute these down to the unit level and Sainik Board organisations as well as ex-servicemen organisations. Necessary funds should be allocated for this purpose. Some of these could even be made available on payment. (Para 14.5).



(TO BE PUBLISHED IN PART I SECTION 3 OF THE GAZETTE OF INDIA)

GOVERNMENT OF INDIA
MINISTRY OF DEFENCE

New Delhi the 10th March, 1984.

Resolution

No. 4. It has been decided to set up a High Level Committee to go into the various problems of ex-servicemen. The composition and terms of reference of the Committee will be as follows:—

COMPOSITION

Chairman Raksha Rajya Mantri

Members Minister of State,
Ministry of Home Affairs.

Minister of State,
Ministry of Labour.

Deputy Minister,
Ministry of Finance.

Shri. P.A. Sangma
Deputy Minister, Commerce
(N.E. Region)

Shri Vayalar Ravi,
Home Minister, Kerala (South)

Shri Vilasrao D. Deshmukh,
Minister of State for Home,
Maharashtra. (Western Region)

Shri Brahma Datt,
Minister of Finance & Planning, U.P.

Shri Sis Ram Ola,
Minister of State, Rajasthan.

Air Vice Marshal H.L. Kapur (Retd)

Vice Admiral S.H. Sarma (Retd)

General P.P. Kumarmangalam, (Retd)

Shri N.C. Parashar, M.P. (H.P.)

Shri Madan Bhatia, M.P. (Uttar Pradesh)

Shri Rajesh Pilot, M.P. (Rajasthan)

Shri B.V. Desai, M.P. (Karnataka)

One representative of Indian Ex-Services League.

Director General Resettlement.

Member

Secretary Major General S. Krishnamurthy (Retd)

TERMS OF REFERENCE

- (i) The Committee will review the work done so far for the rehabilitation, resettlement and welfare of ex-servicemen and suggest to Government additional measures to be taken in these fields; and make suitable recommendations to increase the employment of ex-servicemen in all sectors and to re-settle them in other gainful occupations including agriculture, industry and other activities in the service sector as well as through self-employment projects.
- (ii) To examine the reasons why reservations made for ex-servicemen are not fully subscribed to and to suggest measures to ensure that reservations in Government and public sector organisations State and Central are fully utilised.
- (iii) To examine the terms and conditions of employment of ex-servicemen and in particular those applicable to employment in banks, and public sector undertakings and to make recommendations in connection therewith.

2. The Headquarters of the Committee will be at New Delhi. It may visit such places in India as considered necessary for its work.

3. The Committee will be free to consult any individual or organisation that it may deem desirable to consult.
4. The Committee will evolve its own procedure and may call for such information and obtain such evidence as it may consider necessary.
5. The term of the Committee will be for one year.

ORDER

ORDERED THAT a copy of the Resolution be communicated to:

1. The Chairman and Members of the High Level Committee.
2. All Ministries of Government of India.
3. President's Secretariat.
4. Prime Minister's Secretariat.
5. Cabinet Secretariat.
6. Planning Commission.
7. Lok Sabha/Rajya Sabha Secretariat.
8. Director Public Relations, Ministry of Defence.
9. Controller General of Defence Accounts and all Controllers of Defence Accounts.

ORDERED also that a copy of the Resolution be published in the Gazette of India for general information.

Sd/-x x x
(T.K. Banerji)
(Joint Secretary to the Govt of India)

RAKSHA MANTRI'S INAUGURAL ADDRESS AT THE FIRST MEETING
OF HIGH LEVEL COMMITTEE FOR EX-SERVICEMEN PROBLEMS HELD
ON 15 MARCH 1984 AT 1600 HOURS

The resettlement of ex-servicemen is a matter which has been engaging our attention for a long time. We are aware of the numerous difficulties faced by ex-servicemen. These need to be studied in detail to help us in the formulation and execution of future programmes. I am happy that this High Level Committee would have an opportunity to go into all the aspects concerning the resettlement of ex-servicemen.

This is not a small problem. Serving personnel retire from service at a relatively young age. In the category of other ranks the age of retirement is approximately 40 years and most of them are not technically qualified. They have almost 20 years productive life still ahead of them and are understandably keen to put themselves into productive employment. Further they are also anxious to settle near their homes, since they have spent most of their active service away from their homes and families. In many cases securing productive employment is an urgent need, since service pension together with marginal earnings from land or family trade is perceptibly less than the income during service. At the same time their social obligations and responsibilities continue to impose a financial burden on the retired personnel. One of the disturbing results of this problem is that the career in the Armed Services is becoming increasingly less attractive. In the long run this is likely to affect the quality of our Armed Forces if we do not get the right type of material to volunteer their services in the Armed Forces.

It is not as though we have not taken efforts to tackle the problem. Many policies and programmes are in existence to ameliorate the difficulties of the officers and men who retire from service to enable them to re-settle themselves in another profession.

While I do not wish to elaborate on all the programmes, I particularly wish to mention certain imaginative programmes which have been taken up to rehabilitate ex-servicemen. The Government of Bihar have raised one Armed Police Battalion comprising exclusively of ex-servicemen. This example is also being followed by the Governments of Assam and Orissa. Ex-Servicemen are also being absorbed in Special Ecological Task Force which have done admirable work under the afforestation and soil conservation programmes undertaken by the Department of Environment.

In spite of the efforts that are being taken, the problem continue to grow in view of the large number of officers and men who retire every year.

Many of these policies and programmes are not producing the desired level of results since the execution of the schemes is frequently dependent upon the interest that is taken by

the State Governments and the Public Sector Undertakings. For example, in the matter of civilian employment, despite reservations having been made, actual recruitment often falls short of the prescribed levels. There could be many reasons for this. However, it needs to be scrutinised in detail and efforts made to ensure that there are no short-falls in the recruitment. There also exists a certain amount of divergence in the policies followed by different State Governments and the Central Government. For example, with regard to fixation of pay of re-employed ex-servicemen, the liberalised policy of the Central Government has not yet been adopted by many of the States. These areas need to be identified.

We also need to recognise the fact that the employment market for salaried employment is a limited one. Hence, we need to concentrate our attention on evolving ways and means for finding self-employment opportunities. To make this effective, two vital inputs need to be catered for. The first is the development of appropriate skills and the second is to provide funds adequate for capital investment.

A number of training schemes oriented to both acquiring the skills for self-employment as well as to equip them to accept salaried employment are available for ex-servicemen. Both Governments and private institutions offer such training courses. So far training courses have been organised only during the last 12-18 months of service which are essentially in the nature of post-retirement training. This is an area which seems to require some attention. A much longer spread of suitable training throughout the period of service could develop skills for a person other than the specific requirements of the unit or sub-discipline of the service. This would enable preparing a person for resettlement at a much earlier stage, provide a higher level of skill and consequently make ex-servicemen better equipped and readily acceptable in civilian posts. It would also enable him to develop a greater degree of self-confidence, in case he would like to gainfully self-employ himself. I am aware that there would be practical difficulties in implementing such a scheme, but the Committee could possibly examine whether such a scheme could be implemented.

Under a new scheme introduced on a pilot basis during 1983-84 to be operational in 1984-85 as well, in six districts, one each from Punjab, Haryana, Himachal Pradesh, Uttar Pradesh, Rajasthan and Tamil Nadu, an effort has been made to provide both the training input (to serving as well as ex-servicemen) as well as some financial inputs. This scheme "Preparing Ex-Servicemen for Self-Employment" (PEXSEM) operates rather similarly to TRYSEM and hopefully will receive a good response.

Also worthwhile exploring might be a financial organisation to provide financial inputs for viable self-employment schemes to suitably train and motivate ex-servicemen. A financial corporation of this kind may be worth considering at the National level, as an apex organisation. The Punjab Government have already set up a similar corporation to function within the State.

I have so far tried to broadly indicate certain areas which could be looked into by the Committee in order to suggest more effective ways for implementing programmes designed

for re-settlement of ex-servicemen. There have also been some suggestions from ex-service-men themselves on these matters. These suggestions could also be examined by the Committee.

There have been certain general issues also which have been engaging the attention of the Ministry and which directly affect the retired personnel for resettling themselves. These are problems like obtaining the vacation of residential houses, especially in the urban areas, which they have rented out during service. Rent Control Acts in force need to be suitably amended. Some States have taken a lead in this regard. In some States action still remains to be taken. Similarly, education of dependents is an area where difficulties are experienced. Even though certain reservations have been made for children, of certain special categories like war widows and war disabled personnel etc., arrangements vary from State to State. Many States have imposed restrictions that the reservations would be only for residents of that State and for children who had passed qualifying examinations from that State. Attempts are being made to persuade the State Governments to adopt a more liberal approach. I am just citing these examples of general problems that are being faced. However, there would be other areas also, which require attention, where genuine difficulties are being experienced by ex-servicemen.

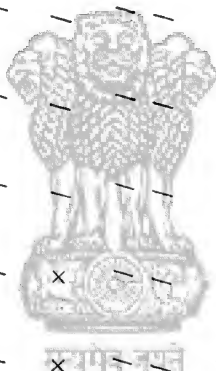
I have only made an effort to mention some steps that have been taken, some of the areas that require attention and have made a few suggestions which could be examined in detail. The Committee will have the benefit of long deliberations and will be in a position to study many of the problems in detail and come up with recommendations. However, I do hope that the Committee would be able to complete their work quickly and submit a report at the earliest. I once again wish to thank you for giving this opportunity to spend some time with you and exchange ideas on a subject which is of considerable importance and is close to my heart.

सत्यमेव जयते

HIGH LEVEL COMMITTEE FOR EX-SERVICEMEN PROBLEMS DATES OF THE COMMITTEE MEETINGS AND ATTENDANCE

[illegible]

Shri NC Parashar, MP	/	/	×	/	×	/	/	×	/	06/10
Shri Jaswant Singh, MP	×	/	/	/	/	×	×	×	/	06/10
Shri Rajesh Pilot, MP	/	/	×	×	×	/	/	×	/	06/10
Shri BV Desai, MP	/	×	×	×	×	×	×	×	×	01/10
Lt Gen KP Candeth, PVSM (Retd)	×	/	/	/	/	/	/	/	/	09/10
Vice Admiral SH Sarma, PVSM (Retd)	/	×	×	/	/	×	×	/	/	07/10
AVM HL Kapur, PVSM, AVSM (Retd)	/	/	/	/	/	/	/	/	/	10/10
Col Onkar Singh (Retd), Rep IESL	/	/	/	/	/	/	/	/	/	10/10
Maj Gen KMK Barach, Director General Resettlement	/	/	/	/	/	/	/	/	/	10/10
Maj Gen S Krishnamurthy AVSM, (Retd), Member Secretary	/	/	/	/	/	/	/	/	/	10/10



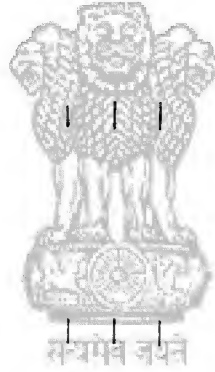
GOVERNMENT OF INDIA
MINISTRY OF DEFENCE

HIGH LEVEL COMMITTEE FOR EX-SERVICEMEN PROBLEMS

COMPOSITION OF THE FOUR SUB COMMITTEES AND MEMBERS'
PARTICIPATION IN VISIT TO STATES/UNION TERRITORIES

<i>Name</i>	<i>Sub Committee 1 Assam, Haryana, HP, Meghalaya, Punjab, Chandigarh UT and Delhi UT*</i>	<i>Sub Committee 2 Bihar, Sikkim, Orissa, UP, West Bengal, A&N Islands*</i>	<i>Sub Committee 3 Gujarat, Maharash- tra, Rajasthan, Goa and MP*</i>	<i>Sub Committee 4 J&K, AP, Karn- ataka, Kerala and Tamil Nadu</i>
Shri KP Sigh Deo, Minister of State for Defence and Chairman HLC	All	Orissa, UP and West Bengal	Rajasthan	Andhra Pradesh
Shri NC Parahar, MP	All except Haryana	—	—	—
Shri Jaswant Singh, MP	HP, Punjab & Chandigarh	—	—	—
Smt Ram Dulari Sinha Minister of State Home	—	Only Orissa	—	—
Shri Vayalar Ravi Home Minister Kerala	—	Only Bihar	—	—
Shri Brahma Datt, Finance & Power Minister, UP	—	Bihar, Sikkim and UP	—	—
Vice Admiral SH Sarma PVSM (Retd)	—	All except Bihar	—	—
Col Onkar Singh (Retd) Rep IESL	—	All except Orissa	—	—
Shri Janardhana Poojary Deputy Minister Finance	—	—	None	—
Shri PA Sangma, Deputy Minister Commerce	—	—	All except Rajasthan	—
Shri Sis Ram Ola, Minister of State, Rajasthan	—	—	All	—
Shri BV Desai, MP	—	—	None	—

Shri Rajesh Pilot, MP	—	—	All except Rajasthan	—
Major General S Krishnamurthy, AVSM (Retd), Member Secretary	Haryana, HP, Punjab and Chandigarh	—	All	Andhra Pradesh
Shri Dharam Vir, Minister of State Labour	—	—	—	Only Kerala
Shri Vilasrao D Deshmukh, Minister of State Home Maharashtra	—	—	—	All
Maj Gen KMKS Barach, DGR	—	—	—	All
Lt Gen KP Candeth, PVSM (Retd)	—	—	—	All
Air Vice Marshal HL Kapur, PVSM, AVSM (Retd)	—	—	—	All except Kerala and Tamil Nadu



NOTE : *Programme could not be finalised due to various reasons.

Annexure 1
to Appendix 'D'

**LIST OF MEMBERS OF HIGH LEVEL COMMITTEE WHO
VISITED THE OFFICE OF CONTROLLER OF DEFENCE
ACCOUNTS (PENSIONS) ON 26TH SEPTEMBER, 1984**

Shri KP Singh Deo Minister of State for Defence	Chairman
Shri Dharam Vir Minster of State for Labour	Member
Shri Brahma Datt Minister Finance and Power, UP	”
Maj Gen KMKS Barach Director General Resettlement	”
Lt Gen KP Candeth, PVSM (Retd)	”
Air Vice Marshal HL Kapur, PVSM, AVSM (Retd)	”
Maj Gen S Krishnamurthy, AVSM (Retd)	Member Secretary



COMPOSITION OF KENDRIYA SAINIK BOARD**PRESIDENT**

Raksha Mantri

MEMBERS

Minister of State for Defence

Chief Ministers/Ministers of 18 States

Two Members of Lok Sabha

One Member of Rajya Sabha

Secretary, Ministry of Defence

Three Services Chiefs

FA, Ministry of Defence

DGAFMS

DG E&T, Ministry of Labour

DGR

Secretary General, IRCS

President Gorkha Ex-Servicemens' Association

Six Senior Retired Officers

Two Ex-JCOs

Lady Member

President, IESL

Representative FICCI

SECRETARY

Secretary, Kendriya Sainik Board

COMPOSITION OF RAJYA SAINIK BOARD

PRESIDENT

Governor/Chief Minister

VICE PRESIDENT (S)

GOC-in-C Command

FOC-in-C Command

AOC-in-C Command

EX-OFFICIO MEMBERS

State Ministers

Heads of Departments

Local Formation Commanders

Director Resettlement Zones

NON-OFFICIAL MEMBERS

Four Ex-servicemen

Two Prominent Citizens

SECRETARY

Secretary, Rajya Sainik Board

DGR/Secretary KSB are special invitees at the meetings.

COMPOSITION OF ZILA SAINIK BOARDS

PRESIDENT

District Collector

VICE PRESIDENT

Senior Ex-Service Officer

EX-OFFICIO MEMBERS

Heads of Departments
Recruiting Officer

NON-OFFICIAL MEMBERS

Two Ex-Servicemen
Four Prominent Citizens

SECRETARY

Secretary, Zila Sainik Board

DETAILS OF THE WELFARE FUNDS HELD BY KENDRIYA SAINIK BOARD MINISTRY OF DEFENCE

Funds, Income and Expenditure

1. The following Funds are held by Kendriya Sainik Board :—
 - (a) War Bereaved & Disabled Servicemen Special Relief Fund
 - (b) Special Fund for Reconstruction & Rehabilitation of Ex-Servicemen
 - (c) Armed Forces Reconstruction Fund
 - (d) Armed Forces Benevolent Fund
 - (e) Armed Forces Flag Day Fund
 - (f) ISS & A Board Fund
 - (g) Indian Gorkha Ex-Servicemen Welfare Fund
 - (h) Services Welfare Fund
2. The income and expenditure for the last two years in respect of these Funds together with the corpus as on 31st March, 1984 is shown in Annexure 1. The broad details of expenditure have been shown in Annexure 2.

सत्यमेव जयते

History, Aims and Objectives

3. The brief history and the aims/objectives of each Fund are given in the succeeding paragraphs.

War Bereaved and Disabled Servicemen Special Relief Fund

4. This Fund was constituted in 1973, with a contribution of Rs 5 crores from the National Defence Fund. The administration of this Fund is vested in a Managing Committee presided over by the Raksha Mantri.
5. The objects of the Fund are :
 - (a) to meet recurring/non-recurring expenditure for the education, training, rehabilitation, relief and prolonged hospitalisation in deserving cases;

(b) to pay grants for purchase of residential plots/houses or for construction/repair of houses, not financed by any other normal sources or under any scheme of Central/State Government ;

(c) to pay interest subsidy on loans taken from banks for construction of houses or running of enterprises; and

(d) to meet the expenditure on collective rehabilitation measures, eg, setting up of vocational training and production centres, etc.

Special Fund for Reconstruction and Rehabilitation of Ex-Servicemen

6. This Fund was constituted in 1966, with a contribution of Rs 5 crores from National Defence Fund and Rs 3 crores from Defence Services Estimates. 80% of this contribution was distributed to the various States on the basis of their ex-servicemen population. The Fund is administered by a Managing Committee presided over by the Raksha Mantri.

7. The objects of the Fund are :

(a) Payment of stipend/grants;

(b) Payments of interest subsidy on loans taken from the banks for service, small-scale agro industries, etc ;

(c) Payment of scholarships/grants to the dependents of ex-servicemen ;

(d) Payments for special measures of a collective nature; and,

(e) To do all other things to promote measures for the benefit of ex-servicemen and their dependents.

Armed Forces Reconstruction Fund

8. This fund was created during World War II, with the name of "Post War Services Reconstruction Fund". 80% thereof was distributed to the States in 1945 and the remaining 20% was reconstituted as Armed Forces Reconstruction Fund. The interest earnings from this Fund are distributed among the Services (Army, Navy and Air Force) in the ratio of 85:5:10. The fund is administered by a managing committee presided over by the Raksha Mantri.

9. The objects of the Fund are :

(a) to meet expenditure on measures of permanent nature for those now serving or

those who will serve in the ranks in future. This will cover education, family welfare in lines and servicemens' welfare in lines;

(b) collective care of the disabled, and grants for colonisation, resettlement schemes in the States.

10. The Fund is not normally to be used to meet individual grants.

Armed Forces Benevolent Fund

11. This Fund was constituted in 1946 with donations from Viceroy's War purposes Fund, balance of Defence Forces Relief Fund, Sir Victor Sassoon Fund, donations from Director Medical Services, and Lady Linlithgow Scholarship Fund.

12. The interest earned from this Fund is distributed among the three Services (Army, Navy and Air Force) in the ratio of 85:5:10, except for the portion relating to Sir Victor Sassoon Fund, Lady Linlithgow Scholarship Fund and Military Nurses Benevolent Fund. The Fund is administered by a Managing Committee presided over by the Raksha Mantri.

13. The objects of the Fund are :

(a) alleviation of distress among past and present members of the Armed Forces, education of their children, improvement in the lines, assistance to the disabled, etc;

(b) payment of stipends/scholarships to the daughters of ex-servicemen killed in action; and

(c) financial assistance to ex-servicemen who have lost one or more limbs on active service.

Armed Forces Flag Day Fund

14. This Fund was reconstituted in 1962, with a balance of Rs 22.74 lakhs. Apart from the earnings of interest in respect of deposits from the Fund, the share of Flag Day collections is also a source of income of this Fund. The administration of this Fund is vested in a Managing Committee presided over by the Raksha Mantri.

15. The objects of this Fund are :

(a) alleviation of distress among ex-servicemen and their dependents; and

(b) provision of amenities to serving personnel.

Indian Soldiers', and Airmens' Board Fund

16. This Fund was constituted in 1922. It is administered by the Kendriya Sainik Board presided over by the Raksha Mantri.

17. The object of this Fund is to pay special pension of Rs 50/- p.m. to about 250 blind ex-servicemen through Controller Defence Accounts (Pensions).

Indian Gorkha Ex-Servicemen Welfare Fund

18. This Fund was reconstituted in 1963 with a corpus of Rs 5.28 lakhs for the welfare of serving and ex-service Gorkhas of Indian domicile and their dependents. It is managed by a Committee of Administration presided over by the Defence Secretary.

19. The object of the Fund is to pay grants for promoting economic, social, educational, and other aspects of welfare of the above category of personnel.

Service and Welfare Fund

20. This Fund was constituted in 1978 with a capital of Rs 30 lakhs from the National Defence Fund. It is administered by a Managing Committee presided over by the Director General Resettlement.

21. The objects of the Fund are :

- (a) to pay a fixed annual amount to Indian Red Cross Society to meet the additional liability arising from the revision of pay and allowances of Welfare workers of that Society employed in Service Hospitals to look after the sick and wounded patients; and,
- (b) to meet expenditure on the after-care of ex-servicemen.

NOTE: Position of Amalgamated Funds in States/Union Territories as on 31st March, 1983, is shown in Annexure 3 to this Appendix.

SOURCE: Kendriya Sainik Board

AS ON: 25th October, 1984

Annexure 1
to Appendix 'G'

STATEMENT SHOWING INCOME, EXPENDTURE AND CORPUS
OF WELFARE FUNDS ADMINISTERED BY KENDRIYA SAINIK
BOARD FOR THE YEARS 1983-83, 1983-84

(Amount in Lakhs)

Sl. No.	Fund	1982-83		1983-84		Corpus as on 31st March 84
		Income	Expenditure	Income	Expendi- ture	
1.	War Bereaved Fund	78.90	44.48	87.31	59.14	878.50
2.	Special Fund	31.13 (A)	9.57	38.97 (A)	13.05	383.00 (A)
3.	Armed Forces Reconstruction Fund	14.18	14.00	15.75	14.00	145.50
4.	Armed Forces Benevolent Fund	3.57	2.52	5.21	3.51	60.00
5.	Flag Day Fund	34.57	22.70	39.23	22.75	174.70
6.	Indian Soldiers', Sailors' and Airmens' Board	1.78	0.02	2.04	0.04	29.47
7.	Indian Gorkha Ex-Servicemen Welfare Fund	1.13	1.11	1.30	1.22	12.50
8.	Services Welfare Fund	2.87	2.25	3.38	2.24	36.50
	Total	168.13	96.65	193.19	115.95	1720.18

(A) Excludes the amount due from MASERA.

6. CCB Nepal	5.83	5.29	—	—	103.21
--------------	------	------	---	---	--------

**DETAILS OF EXPENDITURE INCURRED FROM WELFARE FUNDS
ADMINISTERED BY KENDRIYA SAINIK BOARD DURING THE
YEARS 1982-83 AND 1983-84**

Serial No.	Name of the Fund and items of Expenditure	1982-83 (Amount in lakhs)	1983-84
1. War Bereaved Fund			
(a)	Grant to Paraphlegic Home Mohali (Chandigarh) and Director General Armed Forces Medical Services for Purchase and issue of wheel chairs	.27	2.02
(b)	Grants for tool kits	—	.03
(c)	Treasurer Charitable Endowments Commission	.20	.20
(d)	Subsidy on Interest	.08	.08
(e)	Grant to War Memorial Hostels	24.60	43.42
(f)	Grant to War Widows, Association for construction/ furnishing of Shaheed Bhawan	13.00	2.00
(g)	Financial assistance to War widows/war disabled and their dependents for education, construction/repair of houses, marriage of daughters etc., (including stipends for the war widows/their daughters)	.28	4.94
(h)	Grants for running Paraphlegic Homes (Mohali and Khadki)	5.88	5.75
(j)	Grant to Red Cross Home, Bangalore	—	.15
(k)	Grant to Training Centre for war widows at Panchkula	—	.55
	Total	44.31	59.14
2. Special Fund			
(a)	Grants for provision of tool kits	.24	.22
(b)	Grants to Service Hospitals for better facilities	1.07	1.32
(c)	Grants to Queen Mary's Technical School (Pune)	.07	.07
(d)	Grants for construction of Boys Hostels/Sainik Rest Houses	7.61	9.75
(e)	Grants to Training-Cum Production Centres	.55	1.30
(f)	Miscellaneous financial assistance	.02	.25
(g)	Miscellaneous	—	.14
	Total	9.56	13.05

3. *Armed Forces Reconstruction Fund*

(a) Paid to Services Headquarters in the ratio of 85 : 5 : 10	14.00	14.00
---	-------	-------

4. *Armed Forces Benevolent Fund*

(a) Paid to Services Headquarters in the ratio of 85 : 5 : 10	2.48	3.50
---	------	------

5. *Flag Day Fund*

(a) Expenditure on Flag Day organisation ie, fabrication of Flags, Publicity, conveyance etc.	1.93	2.64
(b) Grants to Indian Red Cross Society	2.00	2.00
(c) Grant to Services Headquarters	6.00	6.00
(d) Grant paid to Director General Armed Forces Medical Services for treatment of TB/Leprosy patients	4.50	—
(e) Financial Assistance paid to ex-servicemen & their dependents	7.62	10.50
(f) Grant paid to Military Hospitals for Vocational training	.54	.45
(g) Miscellaneous	.10	1.16

Total

22.69

22.75

6. *Indian Soldiers', Sailors' and Airmens' Board Fund*

(a) Miscellaneous	.02	.02
-------------------	-----	-----

7. *Indian Gorkha Ex-Servicemen Welfare Fund*

(a) Grant paid to All India Gorkha Ex-servicemen Welfare Association	1.10	1.22
(b) Miscellaneous	.01	—

Total

1.11

1.22

8. *Services Welfare Fund*

(a) Grant paid to Indian Red Cross Society	2.24	2.24
(b) Miscellaneous	.91	—

Total

3.15

2.24

Annexre 3
to Appendix 'G'

POSITION OF AMALGAMATED FUND IN STATES/UNION TERRITORIES
AS ON 31.3.83

<i>Sl No</i>	<i>Name of State</i>	<i>Balance Rs</i>	<i>Income Rs</i>	<i>Expenditure Rs</i>	<i>Remarks</i>
<i>(All figures are in lakhs)</i>					
1.	Andhra Pradesh	82.96	7.48	4.26	
2.	Assam	39.56	2.64	1.72	
3.	Arunachal Pradesh	4.14	.40	.01	
4.	Bihar	59.75	8.00	6.26	
5.	Gujarat	44.63*	4.03@	3.00@	*Position as on 31.3.84
6.	Haryana	197.42	55.46	38.96	@ For the year 1983-84
7.	Himachal Pradesh	84.92	8.50	7.75	
8.	Jammu & Kashmir	72.53*	6.89@	6.32@	
9.	Karnataka	49.45	4.02	6.81	
10.	Kerala	39.43*	6.82@	6.20@	
11.	Madhya Pradesh	79.59*	7.92@	19.10@	
12.	Maharashtra	113.59*	11.71@	18.65@	
13.	Mizoram	3.49	.13	.16	
14.	Nagaland	2.81	Information is awaited		
15.	Orissa	20.42	1.53	.49	
16.	Punjab	333.00*	36.90@	35.40@	
17.	Rajasthan	140.97	12.58	12.69	
18.	Tamil Nadu	124.34	12.00	9.12	
16.	Tripura	9.87	1.00	.44	
20.	Uttar Pradesh	248.82	39.59	23.72	
21.	West Bengal	72.36	7.00	2.19	
22.	Delhi	8.61	.43	.12	
23.	Goa, Daman & Diu	1.56	.15	.14	
24.	Chandigarh	1.50*	.15	Nil	
25.	Andaman & Nicobar Islands	3.18	.11	—	
26.	Sikkim	16.00	Information is awaited		
27.	Manipur		Information is awaited		
28.	Meghalaya	5.00	Information is awaited		
29.	Lakshadweep		Information is awaited		
30.	Pondicherry	4.58	.35	.28	

Appendix 'H'
(Refers to Para 2.10)

ORGANISATION OF DIRECTORATE GENERAL RESETTLEMENT (DGR)

Director General
Staff Officer

—Major General
—Administrative Officer

<i>Directorate</i>	<i>Director</i>	<i>Dy Dir</i>	<i>Asst Dir</i>	<i>Total Offrs</i>	<i>Subordinate Staff</i>
Employment	Capt (IN)	3	2	6	22
Self-Employment	Colonel (Army)	1	2	4	12
Training	Gp Capt (IAF)	2	1	4	10
Publicity	Civilian	—	—	1	4
Statistics & Records	Civilian	—	—	1	6
Kendriya Sainik Board (KSB)	Air Cmde (IAF) (Secy KSB)	1	3	5	20

SUMMARY

	<i>DGR</i>	<i>KSB</i>	<i>TOTAL</i>
Officers	19	5	24
Stenos	13	2	15
Accountant	—	1	1
Stats Assistants	2	—	2
Clerks	36	12	48
Junior Translator	1	1	1
Gestetner Operator	1	—	1
Daftry	1	1	2
Peons	16	4	20
Chowkidars	3	—	3
	<hr/> 92 <hr/>	<hr/> 25 <hr/>	<hr/> 117 <hr/>

SOURCE : Director General Resettlement
AS ON : 25th October, 1984

Appendix 'J'
(Refers to Para 3.6)

No. 1(3)/84/D (Pension/Services)
Government of India/Bharat Sarkar
Ministry of Defence /Raksha Mantralaya
New Delhi, the 29th August, 1984

To

The Chief of the Army Staff
The Chief of the Naval Staff
The Chief of the Air Staff

Subject :—Grant of ad-hoc ex-gratia payments to the Armed Forces pensioners.

Sir,

I am directed to say that the President is pleased to grant, on a purely ad-hoc and ex-gratia basis, payment at the following monthly rates to the Armed Forces pensioners who retired prior to 10.9.1970:-

<i>Rank</i>	<i>Amount of ad-hoc ex-gratia payment</i>
(a) JCOs/ORs (Reservists of the Army (Including DSC) and corresponding ranks of the Navy and Air Force:	
Reservists	Rs 10/- p.m.
Sepoys	Rs 25/- p.m.
Naiks	Rs 25/- p.m.
Havildars	Rs 30/- p.m.
Naib Subedars	Rs 30/- p.m.
Subedars	Rs 30/- p.m.
Subedar Majors	Rs 35/- p.m.
(b) Honorary Commissioned Officers	Rs 35/- p.m.
(c) Non-Regular Officers granted EC/SSC from the ranks	Rs 35/- p.m.

(d) Officers of the Army (Other than MNS Officers) and corresponding ranks of the Navy and Air Force

Lt to Lt Col	Rs 40/- p.m.
Col	Rs 75/- p.m.
Brig	Rs 75/- p.m.

(e) MNS Officers upto the rank of Brig.

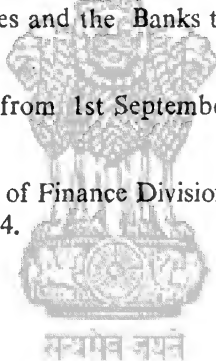
Rs 40/- p.m.

2. The above amounts of ad-hoc ex-gratia payments are in addition to pension/relief as due under the extant orders. These will, however, not be reckoned as pension for any purpose such as reliefs on pension or for calculation of minimum pension under the extant orders.

3. It has also been decided to authorise the pension disbursing authorities viz Treasuries, Pension Pay Masters, Post Offices and the Banks to make payment of this grant to the pensioners.

4. These orders will take effect from 1st September, 1984 and no arrears are payable prior to this date.

5. This issues with concurrence of Finance Division of this Ministry vide their u. o. No. 2633-Addl. FA (K)/84 dated 29.8.84.



Yours faithfully

Sd/-

(AMIT COWSHISH)

Under Secretary to the Govt of India

Appendix 'J'
(Refers to Para 3.6)
(Continued)

No. 1(3)/84/I/D (Pension/Services)
Government of India/Bharat Sarkar
Ministry of Defence/Raksha Mantralaya
New Delhi, the 29th August, 1984

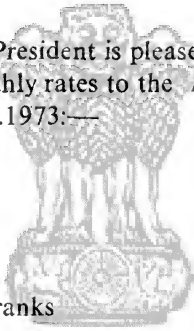
To

The Chief of the Army Staff
The Chief of the Naval Staff
The Chief of the Air Staff

Subject :—Grant of ad-hoc ex-gratia payments to the Armed Forces Pensioners.

Sir,

I am directed to say that the President is pleased to grant on purely ad-hoc ex-gratia basis payments at the following monthly rates to the Armed Forces Pensioners who retired on or after 10.9.1970 but prior to 1.1.1973:—



<i>Rank</i>	<i>Amount</i>
1. Reservists	Rs 10/- p.m.
2. Sepoys to Sub Majors	Rs 25/- p.m.
3. Non-regular officers granted EC/SSC from the ranks	Rs 25/- p.m.

2. The above amounts of ad-hoc ex-gratia payments are in addition to pension/relief as due under the extant orders. These will, however, not be reckoned as pension for any purpose such as reliefs on pension or for calculation of minimum pension under the extant orders.

3. It has also been decided to authorise the pension disbursing authorities viz. Treasuries, Pension Pay Masters, Post Offices and the Banks to make the payment of this grant to the pensioners.

4. These orders will take effect from the 1st September 1984, and no arrears are payable prior to this date.

5. This issues with the concurrence of Finance Division of this Ministry vide their u.o. No. 2636-Addl. FA(K)/84 dated 29.8.84.

Yours faithfully

Sd/-

(AMIT COWSHISH)

Under Secretary to the Govt of India

Appendix 'K'
(Refers to Para 3.7)

No. B/38048/AG/PS4(a)/2864/A/D(Pension/Service)
Government of India/Bharat Sarkar
Ministry of Defence/Raksha Mantralaya
New Delhi, the 26th September 1984

To

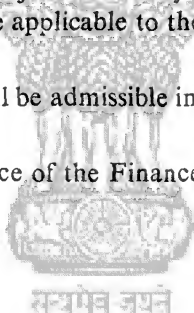
The Chief of the Army Staff
The Chief of the Naval Staff
The Chief of the Air Staff

Subject:—Increase in the minimum amount of pension/family pension (Including relief) to Rs 160/Rs 150 per month payable to low paid pensioners.

Sir,

I am directed to refer to the Ministry of Defence letter No 1(3)/82-D(Pen/Services) dated 4th May 1983, on the above subject and to say that the President is pleased to decide that the provision thereof will also be applicable to the Reservist pensioners and their family pensioners.

2. The benefit of these orders will be admissible in the case of pension falling due on 1st June, 1984 or thereafter.
3. This issues with the concurrence of the Finance Division of this Ministry vide their u.o. No 3607/Pen of 1984.



Yours faithfully
Sd/—

(AMIT COWSHISH)

Under Secretary to the Government of India

Copy to:—

The Controller General of Defence Accounts, New Delhi
The Director of Audit, Defence Services, New Delhi
The Dy. Director of Audit, Defence Services, Allahabad
DFA (AG), DFA (Navy), DFA (Air) (5 copies each)
AG's Branch/PS4(a)
NHQ/RP&A
Air Headquarters/PP&R
2 copies including one signed in ink to:—
The Controller of Defence Accounts (Pensions) Allahabad

100 copies
25 copies
25 copies

Copy also:—

RBI, Bombay. This may please be circulated to the SBI and the nationalised banks nominated for the disbursement of defence pension.

DETAILS OF PERSONNEL WHO HAVE LEFT THE DEFENCE
SERVICES IN THE LAST FIVE YEARS

	1980	1981	1982	1983	1984
ARMY					
OFFICERS					
Regular	520	443	524	625	393 till Aug 84
SSCOs	28	67	151	127	55
OTHER THAN OFFICERS					
Technical	10234	13792	11016	11259	*
Non Technical	39150	37924	32592	33901	*
Total	49384	51716	43608	45160	—
NAVY					
OFFICERS					
	152	140	98	58	56
OTHER THAN OFFICERS					
Technical	660	718	710	930	590
Non Technical	987	1156	1227	1622	906
Total	1647	1874	1937	2552	1496
AIR FORCE					
OFFICERS					
	220	223	183	233	293
OTHER THAN OFFICERS					
Technical	2652	2287	2464	2506	2908
Non Technical	1929	1385	1443	1616	1907
Total	4581	3672	3907	4122	4815
GRAND TOTAL					
OFFICERS					
	920	873	956	1043	797
OTHER THAN OFFICERS					
Technical	13546	16797	14190	14695	3498
Non Technical	42066	40465	35262	37139	2813
Total	55612	57262	49452	51834	6311

* Figures not given to HLC.

Appendix 'L' (Contd.)

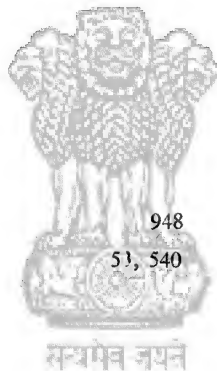
**AVERAGE NUMBER OF PERSONNEL RETIRING EVERY YEAR FROM
DEFENCE SERVICES BASED ON THE FIGURES OF 1980, 1981, 1982
AND 1983**

	ARMY	NAVY	AIR FORCE
Regular Officers	528	112	215
Short Service Commissioned Officers	93	—	—

	Tech	Non Tech	Tech	Non Tech	Tech	Non Tech
JCOS and Jawans and equivalents in the Navy and Air Force	11575	35892	754	1248	2477	1593

TOTAL

Officers	948
JCOs and Jawans including Navy and Air Force	51, 540



NOTE : Presently it is being maintained that approximately 900 Officers and about 60,000 junior ranks retire each year. The figures vary from year to year.

SOURCE : Service Headquarters
AS ON : 1st October, 1984

Appendix 'M'
(Refers to Para 5.4)

**DETAILS OF SHORT SERVICE COMMISSIONED OFFICERS
GRANTED PERMANENT COMMISSION/EXTENSION/RELEASE**

<i>Year</i>	<i>Screened for Permanent Commission</i>	<i>Granted Permanent Commission</i>	<i>Granted Extension</i>	<i>Released</i>
1971	679	426	—	253
1972	365	308	—	057
1973	1498	1264	—	234
1974	977	785	—	192
1975	871	699	—	172
1976	315	254	—	061
1977	517	422	—	095
1978	551	444	—	107
1979	704	578	02	124
1980	202	172	02	028
1981	323	242	14	067
1982	436	230	55	151
1983	440	213	87	127
1984	258	114	73	055
<i>Total</i>	8134	6151	223	1723

Note :— In the years 1971 to 1978, Short Service Commissioned Officers were granted extension but have been subsequently released. Hence they have been reflected in the Released Column.

**SOURCE : Army Headquarters
AS ON : 1st October, 1984**

**YEAR WISE PLACEMENT OF EX-SERVICEMEN IN CIVIL POSTS
FROM 1978 TO 1981 AS REPORTED BY EMPLOYMENT EXCHANGES**

<i>Sr No</i>	<i>Type of esta- blishment</i>	<i>1978</i>		<i>1979</i>	
		<i>Vacancies allotted</i>	<i>Vacancies filled by XSM</i>	<i>Vacancies allotted</i>	<i>Vacancies filled by XSM</i>
1.	Central Government Departments	1,40,310	2,754	1,50,401	2,402
2.	Union Territories	19,231	64	16,778	77
3.	State Governments	3,07,525	6,400	3,31,193	6,686
4.	Central Government Public Sector Undertakings	80,218	1,985	76,384	1,541
5.	State Undertakings	59,653	1,255	80,544	1,416
6.	Quasi Government and Local Bodies	85,305	1,055	90,011	742
7.	Other Establishments	1,38,504	525	1,33,378	498
	<i>Total</i>	<u>8,30,746</u>	<u>14,038</u>	<u>8,78,689</u>	<u>13,362</u>
	Placements achieved by Director General Resettlement		<u>3,324</u>		<u>3,015</u>
	Grand Total		<u>17,362</u>		<u>16,377</u>
	Note : The number of vacancies demanded by employers as reserved for ex-servicemen each year		<u>19,531</u>		<u>18,778</u>

Appendix 'N'
(Continued)

Sr No	Type of esta- blishments	1980		1981	
		Vacancies notified	Vacancies filled by XSM	Vacancies notified	Vacancies filled by XSM
1.	Central Government Departments	1,63,554	2,515	1,91,464	2,790
2.	Union Territories	20,824	174	22,839	263
3.	State Governments	3,02,021	5,891	3,24,835	6,010
4.	Central Government Public Sector Undertakings	72,611	1,446	79,008	1,263
5.	State Undertakings	75,193	1,238	75,679	1,603
6.	Quasi Government and Local Bodies	65,345	578	63,353	680
7.	Other establishments	1,20,394	548	1,39,647	627
	<i>Total</i>	<u>8,19,942</u>	<u>12,390</u>	<u>8,96,825</u>	<u>13,236</u>
	Placements achieved by Director General Resettlement		3,341		3,403
	Grand Total		15,731		16,639
Note : The number of vacancies demanded by employers notified as reserved for ex-servicemen each year			20,915		21,531

SOURCE : Director General Resettlement
AS ON : 14th September, 1984

Appendix 'P'
(Refers to Para 5.12)

PLACEMENT OF EX-SERVICEMEN IN CENTRAL MINISTRIES/
PUBLIC SECTOR UNDERTAKINGS/PUBLIC SECTOR BANKS

Sl No	Organisation	Total No of notified vacancies		No of vacancies reserved for ex-servicemen		No of reserved vacancies filled by ex-servicemen		Percentage of utilisation of notified reserved vacancies	
		Gp 'C'	Gp 'D'	Gp 'C'	Gp 'D'	Gp 'C'	Gp 'D'	Gp 'C'	Gp 'D'
1981									
1.	Central Government Ministries	14057	4702	1768	971	731	546	41%	56%
2.	Public Sector Undertakings	22515	18886	3217	4623	1229	1436	38%	31%
3	Public Sector Banks	24251	9440	3447	2171	545	920	16%	43%
1982									
4.	Central Government Ministries	26103	11818	2820	2392	934	789	33%	33%
5.	Public Sector Undertakings	18756	19225	3460	4159	1480	1394	43%	33%
6.	Public Sector Banks	35928	11885	5095	2902	667	1244	13%	42%
1983									
7.	Central Government Ministries	11502	5484	940	1087	350	354	41%	38%
8.	Public Sector Undertakings	22571	16288	3186	3918	969	1198	30%	31%
9.	Public Sector Banks	24055	9760	3482	2373	1030	1823	30%	77%
10.	Defence Security Corps	—	Total number of ex-servicemen enrolled during 1983 by Director General Resettlement — 7219						

SOURCE : Director General Resettlement
AS ON : 14th September, 1984

Appendix 'Q'
(Refers to Paras 8.3 and 8.4)

SELF EMPLOYMENT FACILITIES—STATEWISE
POSITION AS ON 9TH DECEMBER 1983

Sl. No	States/Union Territories	Industrial Plots/Sheds		Loan by States Financial Corporation
		Plots	Sheds	
1.	Andaman & Nicobar	4%	—	—
2.	Andhra Pradesh	5%	5%	—
3.	Bihar	5%	—	—
4.	Delhi	5% (including 1% for war widows)	5%	For industries upto 5-6 lakhs; Margin—10%; Rate of interest 12%
5.	Haryana	15% by State-Government 10% HUDA 5% HSIDC	—	Margin—15%, loan upto Rs 1 lakh for SSI and purchase of tractors; Rate of interest less by 1%
6.	Gujarat	Out of turn-allotment	—	—
7.	Himachal Pradesh	—	—	HP Ex-servicemen Corporation meets 15% cost of project as soft loan.
8.	Karnataka	10% (including SC/ST)	—	—
9.	Kerala	4 to 5%	—	—
10.	Orissa	—	—	For transport; Margin—10%
11.	Punjab	5%	—	Punjab Ex-servicemen Corporation meets 15% cost of project as soft loan.
12.	Rajasthan	2%	—	Loan upon Rs 2 lakh; Margin 10%; Rate of interest 2% less than normal
13.	Tamil Nadu	10%	10%	—

NOTE : No facilities are extended by other States/UTs.

SOURCE : Kendriya Sainik Board

SELF EMPLOYMENT FACILITIES TO EX-SERVICEMEN
FINANCIAL CONCESSIONS/SPECIAL FACILITIES BY VARIOUS
NATIONALISED BANKS

- | | | |
|----|------------------------|--|
| 1. | Punjab National Bank | Purpose : Small Scale Industries
Margin : 15%
Rate of : $\frac{1}{2}\%$ less than normal interest
interest on loan upto Rs 2 lakhs.
Purpose : Kerosene and Light Diesel Oil
Indane Gas Agencies
Margin : 10% |
| 2. | United Commercial Bank | Reduced margin money requirement (5 to 10% less than the normal) and reduced rate of interest $1\frac{1}{2}\%$ less than normal. |
| 3. | Indian Overseas Bank | Scheme for Transport Operators holding National Permit.
Margin : 10% from ex-servicemen.
Scheme for financing ex-servicemen and their widows for Self Employment.
Age : Not more than 55 years.
Quantum : Rs 20,000
Margin : 5%
Interest : $11\frac{1}{2}\%$ |

FOLLOWING BANKS AGREED TO CONSIDER THE LOAN APPLICATIONS FOR EX-SERVICEMEN DURING THE LAST YEAR OF THEIR SERVICE BEFORE RETIREMENT ON SUPERANNUATION

- | | | |
|----|-----------------------|--|
| 1. | Central Bank of India | Apply through Directorate General Resettlement or Director Resettlement Zones. |
| 2. | Syndicate Bank | Entrepreneurs can discuss the proposal during the last year of service. |
| 3. | Canara Bank | — |
| 5. | Punjab National Bank | — |

SOURCE : Kendriya Sainik Board
 AS ON : 25th June, 1984

Appendix 'S'
(Refers to Para 8.10)

SELF-EMPLOYMENT-FACILITIES

**ALLOTMENT OF ARMY DISPOSAL 'B' VEHICLES TO EX-SERVICEMEN
DURING 1981, 1982 AND 1983 CALENDAR YEARS**

<i>Sl No</i>	<i>State/Union Territory</i>	<i>1981</i>	<i>1982</i>	<i>1983</i>
1.	Andhra Pradesh	11	18	16
2.	Assam	6	5	4
3.	Bihar	11	16	15
4.	Gujarat	5	4	4
5.	Haryana	145	125	106
6.	Himachal Pradesh	16	7	6
7.	Jammu and Kashmir	126	40	36
8.	Karnataka	8	8	6
9.	Kerala	74	106	92
10.	Madhya Pradesh	23	11	9
11.	Maharashtra	17	11	8
12.	Manipur	4	3	2
13.	Meghalaya	10	5	4
14.	Nagaland	1	3	2
15.	Orissa	—	—	—
16.	Punjab	90	57	41
17.	Rajasthan	139	66	57
18.	Sikkim	—	—	—
19.	Tamil Nadu	24	14	19
20.	Tripura	1	—	—
21.	Uttar Pradesh	163	160	103
22.	West Bengal	22	14	10
<i>Union Territories</i>				
23.	Chandigarh	15	10	8
24.	Delhi	27	75	81
25.	Mizoram	10	3	2
26.	Pondicherry	—	—	1

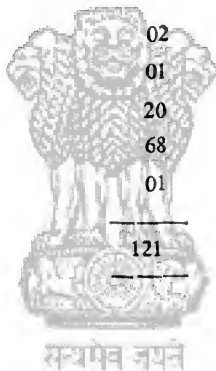
The above figures have been calculated on the basis of allotment letter received in the Directorate General Resettlement from MGO's Branch (OS-4-H) Army Headquarters as the final allotment is made by them.

SOURCE : Director General Resettlement
AS ON : 25th June, 1984

Appendix 'T'
(Refers to Para 8.12)

SELF EMPLOYMENT : FACILITIES
TRACTORS ALLOTTED TO EX-SERVICEMEN

<i>State</i>	<i>1981</i>	<i>1982</i>	<i>1983</i>	<i>Total</i>
Andhra Pradesh	—	—	01	01
Gujarat	02	01	—	03
Haryana	35	23	19	77
Himachal Pradesh	01	03	01	05
Jammu and Kashmir	—	02	01	03
Karnataka	01	—	—	01
Madhya Pradesh	02	02	05	09
Maharashtra	—	01	03	04
Punjab	26	20	16	62
Rajasthan	169	68	85	322
Uttar Pradesh	02	01	02	05
Grand Total	238	121	133	492

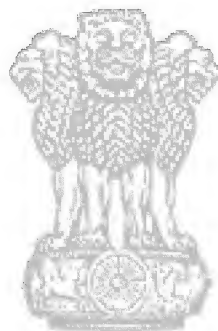


SOURCE : Director General Resettlement
AS ON : 25th June, 1984

Appendix 'U'
(Refers to Para 8.31)

SELF EMPLOYMENT FACILITIES : JAI JAWAN STALLS
STATEWISE POSITION AS ON 09TH DECEMBER 1983

<i>Sl. No.</i>	<i>State/Union Territory</i>	<i>Stalls allotted</i>
1.	Andhra Pradesh	32
2.	Assam	08
3.	Bihar	—
4.	Gujarat	03
5.	Haryana	45
6.	Himachal Pradesh	12
7.	Jammu and Kashmir	05
8.	Karnataka	15
9.	Kerala	—
10.	Madhya Pradesh	04
11.	Maharashtra	42
12.	Manipur	06
13.	Meghalaya	—
14.	Nagaland	—
15.	Orissa	01
16.	Punjab	05
17.	Rajasthan	03
18.	Sikkim	—
19.	Tamil Nadu	200
20.	Tripura	02
21.	Uttar Pradesh	31
22.	West Bengal	42
<i>Union Territories</i>		
23.	Arunachal Pradesh	—
24.	Andaman and Nicobar Islands	—
25.	Chandigarh	—
26.	Goa, Daman and Diu	—
27.	Delhi	88
28.	Mizoram	03
29.	Pondicherry	01
Grand Total		548



SOURCE : Director General Resettlement

**RELATIONSHIP, EVOLUTION OF PAY AND PENSIONARY
ENTITLEMENTS AS ALSO COMPARATIVE TABLES FOR
THE PERIOD 1953 TO 1984**

1. In this Appendix the following Annexures are placed:—

(a) Table I. Evolution of pay, dearness allowance and interim relief for certain ranks of the Armed Forces from 1953 to 1984. — Annexure 1

(b) Table II. Total pensionary entitlements as in 1984 for certain ranks of Armed Forces pensioners who retired at different points of time from 1953 to 1984. — Annexure 2

(c) Table III. Comparative tables in respect of certain ranks of the Armed Forces showing the evolution of pay (including dearness allowance and interim relief) and pensionary entitlements from 1953 to 1984 for pensioners who retired at different points of time. This Table is sub-divided as under:—

(i) Sub Table 3.1 — Category : Sepoy Group C at maximum of pay scale.

(ii) Sub Table 3.2 — Category : Havildar Group C at maximum of pay scale.

(iii) Sub Table 3.3. — Category : Subedar Group C at maximum of pay scale.

(iv) Sub Table 3.4 — Category : Major at maximum of pay scale.

(v) Sub Table 3.5 — Category : Lt Colonel at maximum of pay scale.

(vi) Sub Table 3.6 — Category : Brigadier at maximum of pay scale.

(vii) Sub Table 3.7 — Category : Maj General at maximum of pay scale.

SOURCE— CGDA

AS ON— 20 September, 1984

TABLE—1

EVOLUTION OF PAY, DEARNESS ALLOWANCE AND
INTERIM RELIEF FOR CERTAIN RANKS OF THE
ARMED FORCES FROM 1953 TO 1984

<i>Category</i>	<i>Pay + DA + IR at maximum of pay scale in Rupees</i>					
	<i>1953</i>	<i>1961</i>	<i>1974</i>	<i>1980</i>	<i>1984</i>	<i>Increase%</i>
Sepoy Group C	88	105	307	449	732	832%
Havildar Group C	108	125	383	545	900	833%
Subedar Group C	213	239	672	989	1365	640%
Major	1050	1300	1881	2260	3158	301%
Lieutenant Colonel	1400	1500	2031	2410	3415	244%
Brigadier	1800	1950	2400	2850	4204	234%
Major General	2250	2250	2750	3050	4800	214%

NOTES

1. Between 1953 and 1984 there has been an eight-fold increase in the standard pay emoluments at the lowest level (Sepoy). At the middle levels (Lt. Col.) and (Major), the increase is of the order of 2.4 to 3 times and at the higher level (Major General), it is of the order of 2.1 times for the corresponding period.
2. The increase in standard pay emoluments has been highest during the period 1973-1984.
3. In the last column the percentage of increase from 1953 to 1984 is shown.

TABLE—II

TOTAL PENSIONARY ENTITLEMENTS AS IN 1984 FOR
CERTAIN RANKS OF ARMED FORCES PENSIONERS WHO
RETIRED AT DIFFERENT POINTS OF TIME FROM
1953 TO 1984

Category	Pension + Relief for retirees at maximum of pay scale in Rupees as on 1-1-1984				
	Year of Retirement				
	1953	1961	1974	1980	1984
Sepoy Group C	160	160	220 (14)	258 (18)	269 (20)
Havildar Group C	175	175	330 (22)	373 (28)	383 (31)
Subedar Group C	282	282	682 (57)	758 (70)	773 (789)
Major	1000	1000	1275 (111)	1275 (126)	1275 (134)
Lieutenant Colonel	1160	1160	1375 (136)	1350 (153)	1350 (162)
Brigadier	1260	1260	1600 (189)	1575 (189)	1575 (227)
Major General	1535	1535	1725 (198)	1675 (198)	1750 (237)

NOTES

1. Government orders have been issued from time to time fixing the rates of minimum pensionary emoluments. This amount was pegged at Rs 40/- p.m. with effect from 1st March, 1970, at Rs 150/- p.m. with effect from 1st April 1982, and at Rs 160/- p.m. with effect from 1st April 1984. The last rate is still in force.
2. Pensioners who retired as Sepoys between 1953 and 1961 are getting today, only the minimum, i.e. Rs. 160 p.m.
3. The standard pensionary emoluments payable today for earlier pensioners (1953-1961 retirees) and the later pensioners (post 1982 retirees) differ widely.
4. The figures in brackets indicate the monthly amount of pension equivalent of death-cum-retirement gratuity.

TABLE III

COMPARATIVE TABLES IN RESPECT OF CERTAIN RANKS OF THE ARMED FORCES SHOWING THE EVOLUTION OF PAY (INCLUDING DEARNESS ALLOWANCE AND INTERIM RELIEF) AND PENSIONARY ENTITLEMENTS FROM 1953 TO 1984 FOR PENSIONERS WHO RETIRED AT DIFFERENT POINTS OF TIME

1. This table has been further sub divided as under:—

(a) Sub Table 3.1 for the category of Sepoy Group C at maximum of pay scale.

(b) Sub Table 3.2 for the category of Havildar Group C at maximum of pay scale.

(c) Sub Table 3.3 for the category of Subedar Group C at maximum of pay scale.

(d) Sub Table 3.4 for the category of Major at maximum of pay scale.

(e) Sub Table 3.5 for the category of Lt Colonel at maximum of pay scale.

(f) Sub Table 3.6 for the category of Brigadier at maximum of pay scale.

(g) Sub Table 3.7 for the category of Major General at maximum of pay scale.

2. In all the sub tables enclosed, the figures within brackets indicate the monthly amount of pension equivalent of death-cum-retirement gratuity.

3. The pattern is almost the same for equivalent ranks of the Navy and Air Force.

**COMPARATIVE TABLES IN RESPECT OF CERTAIN RANKS OF
THE ARMED FORCES SHOWING THE EVOLUTION OF PAY
(INCLUDING DEARNESS ALLOWANCE AND INTERIM
RELIEF) AND PENSIONARY ENTITLEMENTS FROM
1953 TO 1984 FOR PENSIONERS WHO RETIRED AT
DIFFERENT POINTS OF TIME**

**SUB TABLE 3.1 FOR THE CATEGORY OF SEPOY, GROUP C AT THE
MAXIMUM OF PAY SCALE**

	1953	1961	1974	1980	1984
Pay + DA + IR in Rs	88	105	307	449	732
Pension + Relief (1953 retiree) in Rs	22	22	65	100	160
Pension + Relief (1960 retiree) in Rs		22	65	100	160
Pension + Relief (1974 retiree) in Rs			100 (14)	160 (14)	220 (14)
Pension + Relief (1980 retiree) in Rs				179 (18)	258 (18)
Pension + Relief (1983 retiree) in Rs					269 (20)



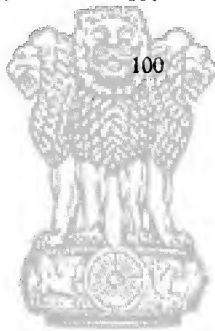
**SUB TABLE 3.2 FOR THE CATEGORY OF HAVILDAR, GROUP C AT THE
MAXIMUM OF PAY SCALE**

Pay + DA + IR in Rs	108	125	383	545	900
Pension + Relief (1953 retiree) in Rs	42	42	85	120	175
Pension + Relief (1960 retiree) in Rs		42	85	120	175
Pension + Relief (1974 retiree) in Rs			150 (22)	240 (22)	330 (22)
Pension + Relief (1980 retiree) in Rs				259 (28)	373 (28)
Pension + Relief (1983 retiree) in Rs					383 (31)

**COMPARATIVE TABLES IN RESPECT OF CERTAIN RANKS OF
THE ARMED FORCES SHOWING THE EVOLUTION OF PAY
(INCLUDING DEARNESS ALLOWANCE AND INTERIM RELIEF)
AND PENSIONARY ENTITLEMENTS FROM 1953 TO 1984 FOR
PENSIONERS WHO RETIRED AT DIFFERENT POINTS OF TIME**

**SUB TABLE 3.3 FOR THE CATEGORY OF SUBEDAR GROUP C
AT THE MAXIMUM OF PAY SCALE**

	1953	1961	1974	1980	1984
Pay + DA + IR in Rs	213	239	672	909	1365
Pension + Relief (1953 retiree) in Rs	100	100	156	205	282
Pension + Relief (1960 retiree) in Rs		100	156	205	282
Pension + Relief (1974 retiree) in Rs			310 (57)	495 (57)	682 (57)
Pension + Relief (1980 retiree) in Rs				527 (70)	758 (70)
Pension + Relief (1983 retiree) in Rs					773 (78)



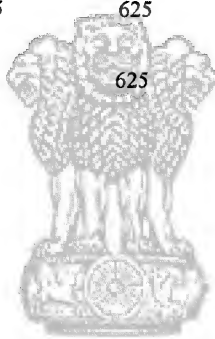
**SUB TABLE 3.4 FOR THE CATEGORY OF MAJOR AT THE
MAXIMUM OF PAY SCALE**

Pay + DA + IR in Rs	1050	1300	1881	2260	3158
Pension + Relief (1953 retiree) in Rs	475	475	550	725	1000
Pension + Relief (1961 retiree) in Rs		475	550	725	1000
Pension + Relief (1974 retiree) in Rs			725 (111)	1000 (111)	1275 (111)
Pension + Relief (1980 retiree) in Rs				1000 (126)	1275 (126)
Pension + Relief (1983 retiree) in Rs					1275 (134)

**COMPARATIVE TABLES IN RESPECT OF CERTAIN RANKS OF
THE ARMED FORCES SHOWING THE EVOLUTION OF PAY
(INCLUDING DEARNESS ALLOWANCE AND INTERIM RELIEF)
AND PENSIONARY ENTITLEMENTS FROM 1953 TO 1984 FOR
PENSIONERS WHO RETIRED AT DIFFERENT POINTS OF TIME**

**SUB TABLE 3.5 FOR THE CATEGORY OF LT COLONEL AT THE
MAXIMUM OF PAY SCALE**

	1953	1961	1974	1980	1984
Pay + DA + IR in Rs	1400	1500	2031	2410	3415
Pension + Relief (1953 retiree) in Rs	625	625	710	885	1160
Pension + Relief (1960 retiree) in Rs		625	710	885	1160
Pension + Relief (1980 retiree) in Rs			825 (136)	1100 (136)	1375 (136)
Pension + Relief (1974 retiree) in Rs				1075 (153)	1350 (153)
Pension + Relief (1983 retiree) in Rs					1350 (162)



**SUB TABLE 3.6 FOR THE CATEGORY OF BRIGADIER
AT THE MAXIMUM OF PAY SCALE**

Pay + DA + IR in Rs	1800	1950	2400	2850	4204
Pension + Relief (1953 retiree) in Rs	725	725	810	985	1260
Pension + Relief (1960 retiree) in Rs		725	810	985	1260
Pension + Relief (1974 retiree) in Rs			1050 (189)	1325 (189)	1600 (189)
Pension + Relief (1980 retiree) in Rs				1300 (189)	1575 (189)
Pension + Relief (1983 retiree) in Rs					1575 (227)

**COMPARATIVE TABLES IN RESPECT OF CERTAIN RANKS OF THE
ARMED FORCES SHOWING THE EVOLUTION OF PAY (INCLUDING
DEARNESS ALLOWANCE AND INTERIM RELIEF) AND PENSIONARY
ENTITLEMENTS FROM 1953 TO 1984 FOR PENSIONERS WHO
RETIRED AT DIFFERENT POINTS OF TIME**

**SUB TABLE 3.7 FOR THE CATEGORY OF MAJOR GENERAL
AT THE MAXIMUM OF PAY SCALE**

	1953	1961	1974	1980	1984
Pay + DA + IR in Rs	2250	2250	2750	3050	4800
Pension + Relief (1953 retiree) in Rs	800	800	885	1260	1535
Pension + Relief (1960 retiree) in Rs		800	885	1260	1535
Pension + Relief (1974 retiree) in Rs			1100 (198)	1450 (198)	1725 (198)
Pension + Relief (1980 retiree) in Rs				1400 (198)	1675 (198)
Pension + Relief (1983 retiree) in Rs					1750 (237)

NOTES

1. This analysis brings out the fact that the compensation given to pensioners to offset increased cost of living has not kept pace with the compensation given to serving personnel. Further, earlier retirees have not been given even those increases in standard pensionary emoluments which were given to later retirees.
2. Figures within brackets indicate the monthly amount of pension equivalent of death-cum-retirement gratuity.

A BRIEF ON CONTROLLER OF DEFENCE ACCOUNTS (PENSIONS) ALLAHABAD

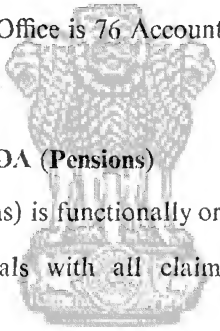
The work relating to sanction and notification of various types of pensionary awards to service personnel (including Commissioned Officers) and Civilians of the Defence Services (including personnel serving in Ordnance Factories, Border Roads units and Defence Accounts Department) is centralised at CDA (Pensions). The office has been in existence for more than 50 years. Originally, it was located at Lahore but, after partition, the office was shifted to Allahabad. Apart from the Main Office at Allahabad the CDA (Pensions) also has under its administrative control 30 Defence Pension Disbursement offices for disbursement of pension to Defence pensioners.

1.2 Staff strength

The present strength of the Main Office is 76 Accounts Officers, 181 Section Officers (A), 1334 SGAs/Auditors/Clerks.

1.3 Organisation of Main Office of CDA (Pensions)

The Main Office of CDA (Pensions) is functionally organised as follows:-

- 
- I (i) GI Military Section deals with all claims of Commissioned Officers and their families.
 - (ii) GI Civil Section deals with sanction of pension of Civilian personnel in Defence units as well as the claims pertaining to their families.
 - (iii) Grants (ORs) Section deal with notification of various types of pensions in respect of the other ranks of the Army, Navy and Air Force and the claims pertaining to their families.
 - II Audit section which is responsible for audit of payments made by the various pension disbursing offices all over India who render the monthly accounts of payments made to the pensioners. Apart from the audit of pension, this section also looks after the problems encountered by pensioners, relating to various items like waiver of time barred pension of the pensioners as well as complaints by pensioners relating to non-payment of pensions/reliefs by the various pension disbursing offices.
 - III Accounts Section which is responsible for compilation of expenditure of pensions disbursed by the various pension disbursing agencies as well settlement of accounts between the State Governments and the Central Government in respect of pensions

disbursed by the treasuries, adjustment to Reserve Bank of India on account of payment of pensions made through Banks. The Section also deals with claims regarding foreign Governments like U.K. Government, Burma Government etc. on whose behalf the pensions are disbursed in India under the authority of CDA (P).

IV Administration Section dealing with the general service of the entire organisation of C.D.A. (Pensions).

2.1 Strength and Growth of Pensioners

The number of Defence pensioners as on 1.4.83 is 15,00,183. Every year there is a net addition of about 1 lakh pensioners to the strength. The estimated projection of pensioners by 1995 is 25 lakhs. The yearwise growth of pensioners is as under :-

1950	03,78,089
1960	04,60,302
1970	05,99,490
1980	11,64,411
1983	14,77,768
1984	15,00,183

2.2 Category wise distribution of pensioners

The distribution category wise is as under :-

Civilians	2.08 lakhs (14%)
Commissioned Officers	0.32 lakhs (02%)
Other Ranks personnel	12.60 lakhs (84%)
	<hr/>
	15.00 lakhs
	<hr/>

2.3 Expenditure on pensions

The expenditure on disbursement of pensionary awards during the year 1981-82, 1982-83, the expenditure figure upto March (Supplementary correction) accounts for 1983-84 and the budget provisions for current year are given below :-

1981-82	323.25 Crores
1982-83	386.90 Crores
1983-84	475.61 Crores
1984-85	598.85 Crores

2.4 Channels of disbursement

The channels of disbursement of pensionary award to 1.5 million pensioners are as under :-

(i) Post Offices	3.2 lakhs
(ii) Defence Pension Disbursement Offices (Pensions Pay Masters)	2.7 lakhs
(iii) State Government Treasuries	6.7 lakhs
(iv) Banks	2.4 lakhs

Recently the Government have issued orders that the disbursement of pensions may be taken over from post offices in the States of Punjab, J & K, HP, Delhi and Chandigarh and entrusted to Defence Pension Disbursement Offices.

3.1 The CDA (Pensions) sanctions various types of pensions. Broadly they can be categorised as :-

(i) Pension granted to individuals :-

- (a) Service Pension
- (b) Retiring/Superannuation Pension
- (c) Death-cum-retirement gratuity (DCRG)
- (d) Commutation of Pension
- (e) Disability/invalid Pension or Invalid Gratuity (Including re-assessment of disability pension)
- (f) Compensation pension on account of retrenchment
- (g) Gallantry Awards

(ii) Pension granted to the individual's family :-

- (a) Family Pension (Ordinary and Special)
- (b) Ex-gratia awards payable in respect of individuals killed in accidents etc.
- (c) Battle casualty awards
- (d) Dependent's pension
- (e) Children Education Allowance/Child Allowance
- (f) Extra Ordinary Pension

In addition to the above, CDA (Pensions) also deals with payment of pension in respect of erstwhile State Forces and their families.

4. Problem Areas

The centralisation of work relating to notification of pension of CDA (Pensions) has inbuilt delays mainly on account of movement of documents between offices (Record Office/HQs/CDA (P) often separated by considerable distance and correspondence between such offices. In view of the problem of the pensioners in receiving their dues in time, the Government had appointed a Guidance Committee as well as a "Working Committee on Defence Pensioners" to look into the problems relating to sanction, payment, accounting and audit of Defence Pensions. In view of administrative and functional problems inherent in the centralised arrangements of sanction of payments, the Guidance Committee recommended that the work relating to sanction of pensions should be decentralised and entrusted to the respective Cs.DA/PAO(ORs)/DCDA(AF). In pursuance of the recommendations of the Guidance Committee, Govt. of India issued orders decentralising the sanction of pensions of A.F. and Navy personnel vide Government of the Ministry of Defence letter No 5(2)/76/D (Pensions/Services) dated 21.9.84 subsequently orders regarding decentralisation of pensions in respect of Navy was cancelled and the order decentralising pension of A.F. personnel was held in abeyance.

5. Simplification of Procedure

- (1) Meanwhile, we have also examined the present procedures for sanction of pension. It is now proposed to introduce a working sheet to show the service particulars, etc. which will be prepared by the Record Offices and will be checked by the Pay Accounts Officer before transmission to CDA (Pensions). This will obviate the need for sending a large bunch of papers of CDA and facilitate expeditious finalisation of pension. The new documentation will also enable the department to computerise the sanction of pensions. Other simplification measure which are :—

(i) *Joint Notification*

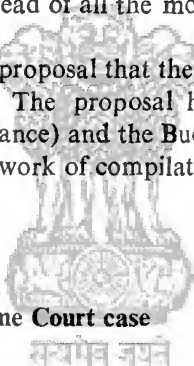
In all categories of pensioners i.e. Commissioned Officers/Civilian and Other Ranks, the Ordinary family pension will now be notified jointly with the service/retiring pension of the person in the same PPO.

(ii) *Commutation of pension*

In all the three categories, individuals can apply for commutation of pension prior to the date retirement and the same is notified simultaneously with the service/retiring pension. The above simplified measures have made it possible to notify pension/DCRG/commutation of pension/family pension in one stage.

(iii) In January 1984, it was decided that (a) 100% audit of pension payments on every change of dearness relief should be carried out and (b) audit of the bank paid scrolls should not be carried out to the extent of 100% but restricted to the extent applicable to other disbursing agencies (i.e. one month's accounts in a year instead of all the months of the year).

(iv) We have also made a proposal that the compilation of expenditure on pension should be simplified. The proposal has already received concurrence of the CGA (Ministry of Finance) and the Budget Division. As and when approved, this will simplify the work of compilation of expenditure and also reduce the requirement of staff.



6. Revision of pension due to Supreme Court case

Pensioners who drew emoluments below Rs 1000/ were expected to be paid by the Pension Disbursing Officers, on the basis of ready reckoners. The Pension Disbursing Officers under the control of Defence Accounts Department completed their work in February/March 1984. The work has not, however, been completed by the State Government Treasuries, Post Offices and Public Sector Banks and the Government has now extended the date-line to 31st December 1984, for exercising the option and payment of arrears, by these authorities.

With respect to persons who drew Rs 1000/ and above the revision of pension was to be carried out on the basis of actual calculation by CDA (Pensions). For the purpose of revising pensions in the office of CDA(P), a sanction was accorded for 200 auditors, 50 clerks, and necessary supervisory staff and officers. Since the work was expected to be of a short duration, and also since re-employment through Staff Selection Commission takes long time, it was not possible to employ any persons on a regular basis on this work. Sanction was therefore obtained for re-employing 400 retired employees of the Department. Unfortunately only a very small number of persons came forward to seek re-employment.

The projection of requirement of the above staff was based on a very small number of cases being received in the office of CDA(Pensions) from amongst those who drew pay less than Rs 1000/ for the reason that these were expected to be finalised by the Pension Disbursing Officers. In actual fact, however, a large number of cases have been received from these categories of personnel. The Government have therefore, now extended the date line to 31st March 1984, so that most of these cases would be disposed off by the Pension Disbursing Officers, instead of such cases being received centrally in the office of CDA(P) etc.

As regards the estimate of cases of persons who drew Rs 1000/ and above, which were intended to be finalised by CDA (Pensions), the number of cases received is only about 1/4 of the number which was initially estimated for the purpose of sanctioning the staff. However, out of the cases received in the office of CDA(P) about 70% cases were not eligible for revision, and such cases were therefore, summarily returned. With a view therefore, to complete this work CDA(P) has re-employed a small number of persons available for re-arrangement. It is expected that in the next 3/4 months, this work will be substantially completed, with the help of the available manpower.

7. Accommodation and other facilities

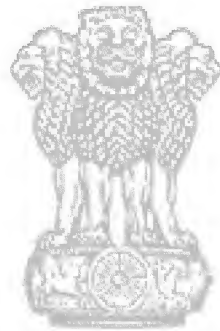
The office space and other facilities in the office of CDA(Pensions) are somewhat inadequate and have been a source of resentment amongst the staff. CDA(P) has already taken up the case for allotment of land with the Army authorities. It is expected that the accommodation problem will ease when the new building comes up. We also propose to construct living quarters at appropriate scales. For this purpose, the local Army authorities have already allocated some land and CDA (Pensions) is progressing the matter further.

Moreover, several measures have been taken which will streamline the work and reduce the requirement of staff. These simplifications and changes in procedure will also, therefore, indirectly help in easing the accommodation problems. Besides, if the staff of the CDA(P) adhered to the scales of work fixed on the basis of the O & M study, the requirement of staff will be somewhat lesser, and also ease the problem of accommodation to some extent.

8. Scales of work

For repetitive and routine items of work in Defence Accounts Department scales of output are laid down after proper work study by O & M trained officers. These scales are expected to be output of an average worker. Such scales for various items of work in the office of CDA (Pensions) have also been prescribed. The experience, however, is that the output is far short of the prescribed norm. Typical examples of such dilution of norms in respect of items of work which involve considerable magnitude are given below :-

- (a) For notification of service pensionary awards of JCOs/ORs (with commutation), a norm of 4 cases per man per day was prescribed after work study. However, all

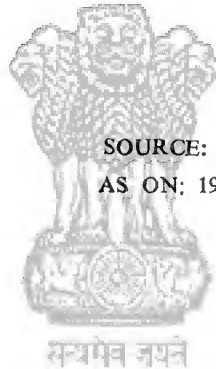


सत्यमेव जयते

members of Staff dealing with this item of work dispose of only 2 cases per man per day.

- (b) Similarly, for notification of pension of civilians, a scale of 24 cases per man per month was arrived at after work study. This was brought down to 20 cases on further consideration. The staff, however, diluted even the reduced norm to 15 cases.
- (c) The present scale for compiling expenditure on pensions is Rs 1.5 lakhs per man per day. This scale is very low and the staff should be able to compile a much larger amount every day.

Such dilution of norms creates artificial shortage of staff over the assessed strength, leading to (a) delay in finalisation of cases and (b) accumulation of arrears. This in turn leads to a situation where grant of overtime becomes inevitable, even for clearance of normal work, on a regular basis.



SOURCE: Controller General of Defence Accounts
AS ON: 19 September, 1984

STATEWISE RESERVATION OF SEATS FOR THE WARDS OF EX-SERVICEMEN AND SERVING
PERSONNEL IN EDUCATIONAL INSTITUTIONS

States/UTs	Engg	Med	ITIs	Poly- tech	Vet	B Ed	JBT/ SBT	Agri	Law	Remarks
Andhra- Pradesh	4%£	—	3%	4%	1	3%	2%	3	4%	Nursing 1%. 1 Seat each in Animal Hus- bandry/B Sc (H Science)
Assam	—	2	—	—	—	—	—	—	—	—
Bihar	1*	—	1*	1*	2	12	5%	1*	—	*in each institution. One seat each in Mining Institu- tions.
Gujarat	1%	1%	—	1%	—	—	—	—	—	—
Haryana	—	4	16%	4%	—	6%	—	10	—	B Pharmacy — 2 seats. Nursing — 3%.
Himachal Pradesh	1	2	5*	10%	—	15%	—	2%	—	* in each ITI.
Jammu & Kashmir	3%	3%	3%	12	2	—	—	2	—	—
Karnataka	2½%	8	2½%	2½%	2½%	2%	—	2½%	—	2 seats in PG medical college
Kerala	16	8	—	8	—	6	—	—	6	—
Madhya Pradesh	3%	3%	5*	5%	—	2%	—	2%	—	* in each ITI. Home Science—14 seats. Dental—1 seat. ME—2%.
Maharashtra	—	2*	—	—	—	—	—	—	—	*2 seats in each. University. Rep. Maharashtra in KSB Meeting on 25 June, 84 announ- ced that Maharashtra Govt. has decided to earmark 5 seats in each faculty in each professional college. No formal intimation has been received as yet.

NOTES: 1. Where only figures are mentioned, these indicate number of seats.

2. £—In addition, Osmania University gives 2 to 4 seats for degree courses and 1 seat for PG.

States/UTs	Engg	Med	ITIs	Poly tech	Vet	B Ed	JBT/ SBT	Agri	Law	Remarks
Manipur	—	1	1	2	—	—	—	1	—	
Meghalaya	—	—	—	—	—	—	—	—	—	
Nagaland	—	—	—	—	—	—	—	—	—	
Orissa	5%	3	5%	5%	—	—	—	—	—	5% in all Govt. degree colleges.
Punjab	—	2%	5%	4%	—	2%	—	—	—	
Rajasthan	3%	—	5*	5%	—	5%	—	—	—	*in each ITI.
Sikkim	—	—	—	—	—	—	—	—	—	
Tamil Nadu	15	6	5*	21	—	4	10	6	5%	*in each ITI. B Pharmacy—2 seats. Nursing—10%. Agri Engg—1 seat.
Tripura	1	—	5*	5	—	—	—	—	—	* in each ITI.
Uttar Pradesh	—	—	8%	5%	1	—	—	1	—	Home Science—1 seat.
West Bengal	5	—	—	—	—	—	—	—	—	

NOTE:—Where only figures are mentioned, these indicate number of seats.

Appendix 'Y'
(continued)

161

States/UTs	Engg	Med	ITIs	Poly- tech	Vet	B Ed	JBT/ SBT	Agri	Law	Remarks
Arunachal Pradesh	—	—	—	—	—	—	—	—	—	
A & N Islands	—	—	—	—	—	—	—	—	—	
Chandigarh	2%	—	2%	—	—	—	—	—	—	
Goa, Daman & Diu	3*	—	—	—	—	—	—	—	—	*Only weightage of 10 marks subject to the condition that total number of seats do not exceed 3% in a particular institute.
Delhi	5%	—	1*	1*	—	—	—	—	—	* in each course in each institute. 1 seat for wards of war deceased/disabled in under graduate course in Architecture in School of Planning & Architecture.
Mizoram	—	—	—	—	—	—	—	—	—	
Pondicherry	—	—	5%	—	—	—	—	—	—	

NOTE:—1. Where only figures are mentioned, these indicate number of seats.
2. There are 48 seats reserved in MBBS and 4 seats in BDS out of Central Government nominee quota through Kendriya Sainik Board.

SOURCE : Kendriya Sainik Board
AS ON : 25th June, 1984.

**RECOMMENDATIONS OF THE COMMITTEE FOR REVITALISATION
OF THE SAINIK BOARDS ORGANISATION IN INDIA HELD IN ROOM
NO 102 SOUTH BLOCK, NEW DELHI ON 16TH MAR 81**

The recommendations made by the Committee constituted under the Chairmanship of Additional Secretary, Ministry of Defence for suggesting measures to revitalise the Sainik Boards Organisation in India are summarised below :

(I) New Zila Sainik Boards can be set up by the concerned State Governments themselves if the population of ex-servicemen and families of serving/deceased service personnel is 7,500 and above. In other cases, prior approval of the Central Government will be required for setting up of new Zila Sainik Boards.

(II) The standard establishment of a Zila Sainik Board should be as indicated below :—

(a) **For Zila Sainik Boards with a population of 7500 and over of ex-servicemen and families**

(i) Secretary 1

(ii) Asstt. Secretary 1 (For Zila Sainik Boards where the population of ex-servicemen and families is more than 20,000).

(iii) Superintendent/Head Clerk 1

(iv) Welfare Organiser 1 (And one for every additional 10,000 ex-servicemen and families of serving/deceased personnel)

(v) Clerk UDC/LDC 1

(vi) Clerk Typist 1

(vii) Clerk Accounts 1

(viii) Peon 1

(ix) Chowkidar 1

(x) Driver 1 (Where an independent transport is authorised)

- (xi) Sweeper 1 (Instead of Class IV as recommended by the Sub-Committee).

(b) For Zila Sainik Boards with a population of below 7,500 ex-servicemen and families.

- (i) Secretary 1
(ii) Superintendent/Head Clerk 1
(iii) Welfare Organiser 1
(iv) Clerk UDC/LDC 1
(v) Clerk Typist 1
(vi) Driver 1 (Where an independent transport is provided)
(vii) Sweeper 1

(c) Where additional staff of the above mentioned categories is required to be provided, it is to be provided at the instance of the States themselves subject to the norms for provision of additional staff as per State Government rules.

(d) Where the new categories of posts other than those specified in sub-para (a) and (b) above are required, prior approval of the Centre is to be obtained.

(e) Prior sanction of the Centre is also to be obtained where posts of Assistant Secretary are required in Zila Sainik Boards which have a population of less than 20,000 ex-servicemen and families.

(III) The Committee did not recommend any standard establishment for the Rajya Sainik Boards. The revision of the existing categories of staff upwards or downwards in these Boards is also to be left to the State Governments to decide as per their norms.

(IV) The TA/DA of the Secretaries, Welfare Organisers and other staff of the Rajya and Zila Sainik Boards should also be regulated in accordance with prevailing rules on the subject in force in the concerned State.

(V) The requirements of office accommodation, furniture and other office requirements, including contingent expenditure of the Rajya Sainik Boards and Zila Sainik Boards are to be met as per the State Government rules and norms.

(VI) The Committee recommended that :—

- (a) All Rajya and Zila Sainik Boards should be authorised office telephones.
- (b) All Secretaries/Directors of State/Union Territories Rajya Sainik Boards should be authorised both office and residential telephones.

(VII) The Committee recommended that :—

- (a) Independent transport should be authorised for all Secretaries of the Rajya Sainik Boards. Where Rajya Sainik Boards have a complement of 3 or more officers, additional transport may be authorised with prior sanction of the Central Government.
- (b) Independent transport should be authorised to all Zila Sainik Boards having a population of 20,000 or more ex-servicemen and families under their jurisdiction.
- (c) Where geographical and other special circumstances justify, independent transport for other Zila Sainik Boards may be sanctioned with prior approval of the Central Government.

(VIII) The pattern of record-keeping in the Rajya and Zila Sainik Boards should be in conformity with that followed by their respective State Governments.

(IX) The Committee recommended that :—

- (a) (i) Secretary of the Rajya Sainik Board should be a Class I Gazetted Officer with a status of Head of Department enjoying administrative and financial powers of similar Heads of other Departments in the State Government. He should also be accorded a status of an ex-officio Deputy Secretary in the State Government.
- (ii) The Office of the Sainik Board at the State level should be designated as Department of Sainik Welfare and its Secretary/Director as Director, Sainik Welfare.
- (iii) For the purpose of continuity and efficient functioning, the ex-service officers appointed to the post of Directors, Sainik Welfare, should be given a tenure of service of minimum three years at the time of appointment.
- (b) (i) Secretaries of the Zila Sainik Boards should be Class I Gazetted Officers with a status of Head of office with similar administrative and

financial powers as enjoyed by other Head of offices in the District administration.

- (ii) The Office at the District level should be designated as Zila Sainik Welfare Office and its Secretary as Zila Sainik Welfare Officer.
- (b) All Rajya Sainik Boards and posts of Secretary/Director, Rajya Sainik Boards, should be declared as permanent departments and posts respectively as has already been done in the case of Zila Sainik Boards.
- (X) The guidelines laid down in respect of sharing of expenditure on the maintenance of Zila Sainik Boards in letters Nos. 5(4) 54-55/ISSAB dated 13-8-1955, 9(3)/55-56/ISSAB dated 17-4-1956 and D.O. letter No 27(23)/61/ISSAB/6338/D (AG-I) dated 19-7-1962, should continue to be followed :—
 - (a) The Budgets of the Boards will be examined and sanctioned by the State Governments, but copies of the sanctioned budgets will be furnished to the Central Board. The Central Government on reviewing the estimates may draw the attention of the States to any items of expenditure, which in its opinion appear exorbitant and can be curtailed.
 - (b) The Boards shall continue to furnish statements of actual expenditure and audit reports to the Central Boards. The responsibility for ensuring that the observations made in audit reports are investigated and other recommendations made therein are implemented will devolve on the States. Each Zila Sainik Board shall also be required to submit an annual report at the end of each financial year describing the activities during the year under report.

However, in regard to the share of the Centre for the maintenance expenditure, it was recommended by the Committee that this should be transacted as under :—

- (i) 50% to be released in the month of June following the receipt of the Budget Estimates from the States;
 - (ii) 40% to be released in the months of November/December on receipt of the Revised Estimates from the States; and
 - (iii) balance of 10% on receipt of audited statement of accounts from the States.
- (XI) The Committee recommended that the definition of ex-servicemen, as given in the Department of Personnel and Administrative Reforms Notification No.

39016/16-79/Estt (C) dated 15th December 1979 should be adopted uniformly by the Sainik Boards Organisation for use in connection with their welfare activities.

(XII) The undermentioned revised charter of duties of the Zila Sainik Boards was recommended by the Committee :—

- (a) The Welfare responsibilities of the Zila Sainik Boards will encompass all such traditional activities performed by the Boards as heretofore with particular reference to :—
 - (i) settlement of financial problems such as pension and other retirement/ release benefits/dues to ex-servicemen and grants and assistance in kind to ex-servicemen beneficiaries and their dependents from the Central/State Governments or other Organisations such as the Indian Red Cross Society, etc.
 - (ii) maintain close liaison with the pension disbursing authorities/agencies in the district to ensure prompt and correct payment of pension and reliefs to ex-servicemen pensioners or their dependents.
 - (iii) providing assistance for settlement of land and other disputes.
 - (iv) assist families of serving personnel in regard to their safety/security during absence away on duty of the serving personnel.
 - (v) promote and maintain under the guidance of the State Rajya Sainik Boards, welfare measures in the district such as a Rest House for ex-servicemen, old age pensioners homes, Jawans Bhavans/shops, vocational and other training facilities etc.
 - (vi) provide assistance for medical treatment in Military/Civil hospitals.
 - (vii) maintain liaison with other welfare organisations such as the Indian Red Cross Society, etc. with a view to enlarge the field of additional sources of welfare and concessions for ex-servicemen and their families/dependents in the district.
 - (viii) Maintain an up-to-date register of war widows and dependents of those disabled in action with a view to ensure their welfare and security.
- (b) The responsibilities of the Zila Sainik Boards in regard to resettlement of ex-servicemen are :—

- (i) To maintain close and effective liaison for purpose of resettlement through employment of ex-servicemen with :—

- (1) local Central/State/Private Industrial organisations;
- (2) local employment exchange particularly in States where co-sponsoring powers for re-employment of ex-servicemen;
- (3) local revenue authorities in connection with schemes for resettlement on land of ex-servicemen;
- (4) District Industries/Block Development Offices and assisting such of these ex-servicemen desirous of setting up small industries.

- (ii) assist ex-servicemen in forming and setting up of co-operatives for their self-employment.

- (iii) Provide all resettlement assistance to war widows and dependents of war disabled as well as those who die/are disabled while in service due to attributable reasons.

(c) Other responsibilities of the Zila Sainik Boards are :—

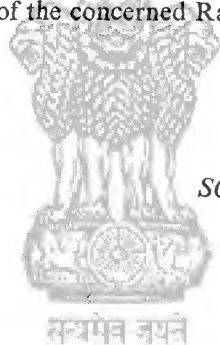
- (i) Organise Flag Day and Flag Day collections and any other authorised fund raising measures in the district.
- (ii) Organise rallies/re-union of ex-servicemen.
- (iii) Explore avenues for providing educational and vocational training facilities for ex-servicemen and their dependents to enable them to seek and obtain employment or set up self-employment schemes.
- (iv) Assist the three Services whenever called upon to do so, to disseminate information within the district regarding terms and conditions of service in the Armed Forces, publicity for recruitment notices, publicity for assistance rendered by the Armed Forces in times of natural calamities; notifications of awards of gallantry and other decorations, introduction of welfare schemes for service personnel and their families etc.

- (XIII) (a) The Committee recommended that in those States where the Secretaries of the Zila Sainik Boards are Indian Commissioned Officers (as distinct from ECOs/SSCOs) and do not get any pensionary and retirement benefits after retirement/release from their posts, they should be

paid a terminal gratuity at the rate of Rs. 1,000 for each year of satisfactory service; rendered by them subject to a minimum qualifying service of two years. They should also be made eligible for other terminal benefits such as encashment of leave travel concessions, eligibility to the membership of Group Insurance Scheme, etc.

- (b) The Committee recommended that ex Emergency Commissioned and Short Service Commissioned Officers, who are appointed as Secretaries of the Zila Sainik Boards, should be considered by the State Government for absorption into the State Civil Service Cadre after completion of 2 years of satisfactory service. Where such Officers cannot be absorbed in the State Civil Service, they should be made entitled to terminal and other benefits as applicable to ex-Indian Commissioned Officers mentioned in sub-para (a) above.

- (XIV) The Committee recommended that suitable reorientation training for the staff of the Zila Sainik Board Organisation, especially for Welfare Organisers, should be arranged under the aegis of the concerned Rajya Sainik Boards.



SOURCE: Kendriya Sainik Board.

**PROGRESS OF REVITALISATION OF SAINIK BOARDS ORGANISATIONS
IN STATES AND UNION TERRITORIES****States which have implemented most of the recommendations**

Bihar
Gujarat
Haryana
Karnataka
Kerala
Madhya Pradesh
Maharashtra
Rajasthan
Sikkim
Tamil Nadu
Tripura

States which have partially implemented the recommendations

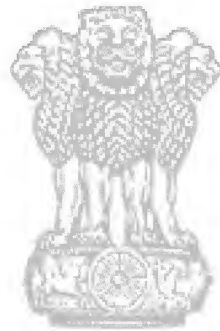
Andhra Pradesh
Assam
Himachal Pradesh
Jammu and Kashmir
Meghalaya
Nagaland
Orissa
Punjab
Uttar Pradesh
West Bengal

**States/Union Territories where revitalisation is still under consideration**

Manipur
Andaman & Nicobar Islands
Arunachal Pradesh
Chandigarh
Delhi
Goa, Daman & Diu
Mizoram
Pondicherry

NOTE : The details by States are shown at Annexure 1 to this Appendix.

**SOURCE : KENDRIYA SAINIK BOARD
AS ON ; 25th OCTOBER, 1984**



सत्यमेव जयते